



Meeting: Leicester, Leicestershire and Rutland Police and Crime Panel

Date/Time: Monday, 27 October 2025 at 2.00 pm

Location: Sparkenhoe Committee Room, County Hall, Glenfield

Contact: Damien Buckley (Tel: 0116 305 0183)

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Membership

Cllr. Les Phillimore (Chairman)

Cllr. Shital Adatia	Mr. D. Harrison CC
Cllr. Liz Blackshaw	Cllr. Kevin Loydall
Cllr Sharon Butcher	Salma Manzoor
Parisha Chavda	Cllr. Michael Mullaney
Cllr. Elly Cutkelvin	Cllr. Christine Wise
Cllr. Bhupen Dave	Cllr. Darren Woodiwiss
Cllr. Mohammed Dawood	Cllr. Andrew Woodman

Please note: this meeting will be filmed for live or subsequent broadcast via the Council's web site at www.leicestershire.gov.uk
– Notices will be on display at the meeting explaining the arrangements.

AGENDA

Item

1. Minutes of the meeting held on 8 September 2025. (Pages 3 - 10)
2. Minutes of the meeting held on 22 September 2025. (Pages 11 - 16)
3. Public Question Time.
4. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.
5. Declarations of interest in respect of items on the agenda.



6. Police and Crime Commissioners Update Report. (Pages 17 - 44)
7. Police and Crime Plan Delivery Update. (Pages 45 - 52)
8. Road Safety. (Pages 53 - 62)
9. Review of Complaints Procedure. (Pages 63 - 72)
10. Date of next meeting.

The next meeting of the Panel is scheduled to take place on 1 December 2025.

11. Any other items which the Chairman has decided to take as urgent.

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Monday, 8 September 2025.

PRESENT

Cllr. Les Phillimore (in the Chair)

Cllr. Liz Blackshaw
Cllr Sharon Butcher
Cllr. Elly Cutkelvin
Cllr. Bhupen Dave
Mr. D. Harrison CC

Cllr. Michael Mullaney
Cllr. Manjula Sood, MBE
Cllr. Christine Wise
Cllr. Darren Woodiwiss
Cllr. Andrew Woodman

In attendance

Rupert Matthews – Police and Crime Commissioner
Charlotte Chirico - Deputy Police and Crime Commissioner
Claire Trewartha – Chief Executive, Office of the Police and Crime Commissioner

13. Minutes of the previous meeting.

The minutes of the meeting held on 9 June 2025 were taken as read, confirmed and signed.

14. Public Question Time.

There were no questions submitted.

15. Urgent Items

There were no urgent items for consideration.

16. Declarations of interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

Cllr. M. Sood declared a Non-Registerable Interest in Agenda Items 6 and 7 as she was a member of the Violence Reduction Network.

17. Update on Panel Membership.

The Panel considered a report of the Director of Law and Governance at Leicestershire County Council which outlined a change to panel membership and confirmed that membership reflected the requirements for precise political balance. A copy of the report, marked 'Agenda Item 5', are filed with these minutes.

The Panel noted that on 5 August 2025, Harborough District Council notified the Director of Law and Governance at Leicestershire County Council that it had reviewed its appointment and had appointed Cllr Woodiwiss of the Green Party, rather than Cllr Knight of the Labour Party. The change in appointment by Harborough District Council

meant that membership of the Police and Crime Panel now reflected the requirements for precise political balance.

RESOLVED:

- (a) That a change to panel membership meant that Police and Crime Panel met the requirements for precise political balance, and no further steps be taken.
- (b) That Schedule 1 of the Constitution should be amended to reflect the Panel's current membership as four Conservative members, three Labour members, three Liberal Democrat members, one Reform member, one Green member, and one Independent member.

18. Police and Crime Commissioner's Annual Report 2024/25.

The Panel considered a report of the Police and Crime Commissioner (PCC) which presented a draft of his Annual Report 2024/25. A copy of the report, marked 'Agenda Item 6', is filed with these minutes.

In introducing the report, the PCC highlighted consultations he had undertaken with the public regarding the Police and Crime Plan and on the Policing Precept. He emphasised that he believed the current police funding formula to be unfair and that this left Leicester, Leicestershire and Rutland disadvantaged compared to other areas. The PCC said that he continued to lobby the government for a review of the formula. The PCC thanked his Deputy Police and Crime Commissioner (DPCC), Chief Finance Officer and other staff within the Office of the Police and Crime Commissioner (OPCC) for their work over the year. He also placed on record his thanks to the Violence Reduction Network and Community Safety Partnerships for the work they had undertaken over the year.

Arising from discussion, the following points were noted:

- (i) With regards to finance, the PCC stated that the OPCC and Chief Constable had undertaken work in order to reduce costs whilst minimising the impact on service delivery. There had been no reduction in the number of police officers as a result of this work and the Force continued to manage any turnover in terms of police officers. However, the Force had reduced in size by removing 91 police staff roles and 50 PCSOs, with a further 35 needing to be removed in order to balance the budget for 2025/26. The Chairman raised concern that the Force was facing a £9.2 million deficit despite an increase in the Government Grant for Policing. The PCC assured the Panel that the Force would be financially sustainable over the next four-year period, within the current Medium Term Financial Plan (MTFP). However, a deficit position was likely to be reached towards the end of the MTFP period. This would place the Force in a challenging position financially. Any further efficiencies would place the Force in a vulnerable position in terms of service delivery. However, both the PCC and Chief Constable would undertake work in order to minimise the impact on frontline service delivery in order to ensure public safety. The Government's Budget was expected on 26 November 2025, but it remained unclear how policing would be impacted as a result. In light of continued concerns around the funding position, the PCC agreed that he would request that the DPCC work with the Panel to draft a letter for the Home Secretary, emphasising concerns relating to the Policing Funding Formula.

- (ii) A question was raised relating to a workforce planning exercise which the PCC had requested the OPCC to undertake. The PCC stated that the exercise had been carried out at the beginning of the current financial year in order to ensure that the OPCC was structured to be able to discharge the legislative requirements of a PCC plus the key policy areas that the Commissioner required at that time. The information had been included within a previous report on the policing precept, considered by the Panel on 5 February 2025. The PCC agreed to provide the Panel with a copy of the report following the meeting.
- (iii) Concern was raised regarding some of the wording used within the Annual Report regarding consultation and commissioning work. Concern was also raised relating to performance data not being clear in terms of progress achieved over a given period. Members of the Panel suggested that information and messaging needed to be clearer for members of the public so that responsibilities relating to work undertaken and associated outcomes could be fully understood. The PCC assured the Panel that he would ensure clarity within his Annual Report.
- (iv) With regards to community engagement relating to public safety, concern was raised regarding a review by the Force relating to arrangements for Diwali celebrations in Leicester. The PCC stated that a decision had been made by the local Safety Advisory Group to scale back elements of the celebrations on the grounds of serious concerns relating to public safety. The PCC stated that he had discussed the issue with the Chief Constable who had provided assurances that the Force remained fully committed to working with partners and communities to ensure that the celebrations were safe and successful.
- (v) A question was raised regarding the number of police officers who were trained in the use of tasers. The Panel member asked the question with regards to concern relating to public safety and the safety of police officers. The PCC stated that all police officers were offered training on the use of a taser and would be provided with one upon completion of the training. However, the training of, and use of, tasers could not be mandated by either the Force or the PCC.

RESOLVED:

- (a) That the contents of the draft Annual Report 2024/25, be noted.
- (b) That the Police and Crime Commissioner be requested to provide a copy of a report which outlined details of a workforce planning exercise, as referenced within the Annual Report.
- (c) That the Police and Crime Commissioner be requested to request that the Deputy Police and Crime Commissioner undertake work with the Panel to draft a letter for the Home Secretary, emphasising concerns relating to the Policing Funding Formula.

19. Police and Crime Commissioner's Update.

The Panel considered a report of the Police and Crime Commissioner (PCC) which provided an overview of his work or the work of his Deputy and office throughout April 2025 to July 2025 (Quarter 1 2025/26). A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) A question was asked with regards to outcomes of the work undertaken by Turning Point. The OPCC contracted a drug and alcohol Out of Court Resolution (OOCR) offer through Turning Point, which provided Alcohol Treatment Requirements (ATR) and Drug Rehabilitation Requirements (DRR) as an alternative to sentencing in order to engage offenders in treatment services. The PCC agreed to present a report to the Panel in relation to the work undertaken by Turning Point, at a future meeting.
- (ii) With regards to a graph of the Violence Reduction Network (VRN) illustrating headline performance for serious violence, which continued to show a downward trend, it was suggested that national and regional data set alongside the data would provide some additional context in order to fully understand the impact of work undertaken by the VRN in reducing serious violence locally.
- (iii) The report outlined that the PCC would present to the Panel a set of metrics measuring the impact of the overall Police and Crime Plan at the meeting on 27 October 2025, and every meeting thereafter. It was noted that a comprehensive level of data would be included so that the Panel could fully assess progress made against these metrics.

RESOLVED:

- (a) That the overview of work undertaken by the Police and Crime Commissioner, or the work of his Deputy Police and Crime Commissioner and Office, throughout April 2025 to July 2025 (Quarter 1 2025/26), be noted.
- (b) That the Police and Crime Commissioner be requested to present a report to the Panel in relation to the work undertaken by Turning Point, at a future meeting.

20. Public Disorder.

The Panel considered a report of the Police and Crime Commissioner (PCC) which outlined how he was fulfilling his duty by contributing to national and international policing capabilities set out by the Home Secretary, bringing together community safety and criminal justice partners to ensure local priorities and joined up and holding the Chief Constable to account for the policing of large-scale public disorder. A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

In introducing the report, the PCC stated that although some elements of public disorder strategy remained confidential, he discussed the issue with the Temporary Chief Constable on a regular basis and had received assurances that the Force was prepared with the capability, capacity and equipment to be able to deal with policing of large-scale public disorder efficiently and effectively.

Arising from discussion, the following points were noted:

- (i) The Chairman stated that reports which made reference to the Chief Constable should make it clear that there was currently a Temporary Chief Constable. In April 2025, David Sandall commenced the role of Temporary Chief Constable, following the retirement of Rob Nixon.

- (ii) Concern was raised regarding the potential for occurrences of public disorder within neighbouring population areas to extend into Leicestershire. The PCC assured the Panel that regional mobilisation arrangements were in place through the East Midlands Regional Information Coordination Centre (EMRICC) and national mobilisation arrangements were in place through the National Police Coordination Centre (NPoCC). Assistant Chief Constable Adam Streets acted as Regional Mobilisation Lead (RML) and represented the East Midlands on all such national mobilisations as well as managing the EMRICC on behalf of the region. It was noted that some officers from the Force had supported Essex Police with public disturbances which had taken place within Epping in July.
- (iii) The PCC stated that not all police officers were trained to respond to public disorder. In order to ensure there was adequate resource available to respond to public disorder, the PCC assured the Panel that shift patterns were well managed by the Force to ensure that a sufficient response to instances of public disorder could be put into place at any given time. In addition to this, regional and national mobilisation arrangements were utilised across police force areas to assist with any shortfalls in resource. The PCC had discussed long-term effects of long periods of low-level public disorder which could disrupt shift patterns and cause officers involved to become tired over extended periods of time. The Chief Constable had provided assurances that work was being undertaken in order to identify a solution to this risk.
- (iv) In response to a question relating to early decision making regarding public disorder, the PCC stated that police officers on the scene were responsible for calming instances of unrest and gathering intelligence. Intelligence would be passed to senior officers in order for a decision to be made regarding whether additional resources or interventions were required. The PCC stated that the force had taken significant learning from previous operational debriefs and evaluated the value of assigning investigative oversight during the early planning phases.
- (v) With regards to investigating social media in order to identify risk of unrest, the PCC stated that the Force did not routinely monitor social media but provided assurance that the Force did investigate large scale concerns which could lead to public unrest and would put measures in place as necessary.
- (vi) A concern was raised by a member of the Panel relating to an instance whereby a community group had attempted to make urgent contact with the Temporary Chief Constable regarding a community event but had not received a prompt response. The PCC agreed to speak with Temporary Chief Constable regarding response times for communications from community groups.
- (vii) A member of the panel had been contacted by a resident who was concerned around the risk of potential unrest in their area. The panel member asked what messaging the PCC had published in order to provide the public with reassures regarding potential unrest. The PCC stated that nothing had been published by him or by the Office of the Police and Crime Commissioner (OPCC). He assured the Panel member that he would discuss the matter with his communications team within the OPCC and respond to the panel member accordingly.

RESOLVED:

- (a) That the contents of the report on public disorder, be noted.

- (b) That the PCC be requested to speak with the Temporary Chief Constable regarding response times for communications from community groups.
- (c) That the PCC be requested to discuss public messaging regarding potential public unrest with his communications team within the OPCC.

Mr. D. Harrison left the meeting at 15:25 and did not return.

21. Section 106 Update.

The Panel considered a report of the Police and Crime Commissioner (PCC) which provided an update on the how the PCC and Force were implementing the recommendations that were provided as part of the Police and Crime Panel Tasking group S106 funding review. A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) The Chairman suggested that a more consistent approach across planning authorities could be introduced in order to overcome variability of interpretation relating to Section 106 rules. The Force's approach to section 106 for each of authority differed dependent on specific need, but consisted of regular operational, tactical and strategic level meetings. The PCC confirmed that this work was being undertaken by the Office of the Police and Crime Commissioner (OPCC).
- (ii) A question was raised by a Panel member regarding Leicester City appearing to have no Section 106 funds spent or outstanding. The PCC stated that historically, the police and Leicester City Council had not worked together to pursue proposals for contributions. Assurance was provided that a Section 106 Officer was place within the Force. The Section 106 Officer had made contact with the planning department within Leicester City Council and proposals would be pursued.
- (iii) A panel member stated that the data provided within the report relating to the total spent and the amount outstanding for Charnwood Borough Council differed to the information held within the Authority. The PCC stated that his Chief Finance Officer would contact the member to discuss the matter.
- (iv) A question was raised regarding whether section 106 agreements were subject to viability assessments in terms of the risk that they could decline in the future and be more difficult to secure. The PCC stated that he expected that Section 106 agreements would be harder to secure in the future. As developers made reduced profits on housing developments due to rising costs, they often became more challenging regarding what they were prepared to provide section 106 contributions for. The OPCC would continue to undertake work with planning authorities in order to maximise the available opportunities for Section 106 agreements.
- (v) The Chairman stated that it would be important for developers, Section 106 officers, the OPCC, the Force, and councillors to maximise the opportunities for section 106 agreements and that agreements should be flexible in terms of what they could be allocated towards.

- (vi) It was noted that the Force ensured that section 106 bids were compliant with the Community Infrastructure Levy (CIL).

RESOLVED:

- (a) That the update provided on the how the PCC and Force were implementing the recommendations that were provided as part of the Police and Crime Panel Tasking group S106 funding review, be noted.
- (b) That the PCC be requested to request that his his Chief Finance Officer contact the member for Charnwood Borough Council to discuss Section 106 funds for Charnwood.

22. Police Funding Formula.

The Panel considered a report of the Police and Crime Commissioner (PCC) which outlined issues with the current Police Funding Formula and the impact it had on Leicestershire Police. A copy of the report, marked 'Agenda Item 10', is filed with these minutes.

Arising from discussion, the following points were raised:

In introducing the report, the PCC stated that he believed the current Police Funding Formula was not fit for purpose and should be reviewed by the Government. The Deputy Police and Crime Commissioner (DPCC) stated that the formula was reliant on 2005 census data. In addition to this, the formula did not account complexities of Leicestershire in terms of the transient population as a result of the number of universities in the County, as well as the number of prisons within the County. Issues with the Police Funding Formula had been raised with successive governments by the Panel, the PCC, and the Force.

Arising from discussion, the following points were noted:

- (i) A Panel member emphasised that public services in Leicestershire continued to be underfunded, in terms of local authorities, the police, and the fire service. He stated that levels of funding for public services in Leicestershire did not reflect the requirements of the County's growing population or increasing expectations from Government in terms of delivering public services.
- (ii) A question was raised regarding whether it was possible to disaggregate data which related to offenses which were committed within the prison population from data relating to crimes which were committed within the community. Concern was raised that crime data for the Harborough District was often skewed as it included offences committed in prisons within the District. A similar concern was raised regarding other specific areas which caused a skew in local data. The DPCC stated that she would investigate the possibility of this and provide the data if possible.
- (iii) In response to a question raised regarding the position of Government on a review of the funding formula, the PCC stated that the position was unclear. Government had provided some assurance that the concerns were fully understood, but no timeframe or context for a review had been provided. Members of the Panel were encouraged to

RESOLVED:

- (a) That the contents of the report which outlined issues with the current Police Funding Formula and the impact it had on Leicestershire Police, be noted.
- (b) That the Deputy Police and Crime Commissioner be requested to investigate whether it was possible to disaggregate data which related to offenses which were committed within the prison population, and other specific areas, from data relating to crimes which were committed within the local community, and provide the Panel with the data if possible.

23. Date of next meeting.

RESOLVED:

It was noted that the next meeting of Police and Crime Panel would be held on 22 September 2025 at 14:00.

2.00 - 3.58 pm
08 September 2025

CHAIRMAN

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Monday, 22 September 2025.

PRESENT

Cllr. Les Phillimore (in the Chair)

Cllr. Liz Blackshaw
Cllr. Stuart Bray
Cllr Sharon Butcher
Parisha Chavda
Cllr. Elly Cutkelvin
Cllr. Mohammed Dawood

Mr. D. Harrison CC
Cllr. Kevin Loydall
Cllr. Christine Wise
Cllr. Darren Woodiwiss
Cllr. Andrew Woodman

In attendance

Rupert Matthews – Police and Crime Commissioner
Charlotte Chirico - Deputy Police and Crime Commissioner
Claire Trewartha – Chief Executive, Office of the Police and Crime Commissioner

24. Public Question Time.

There were no questions submitted.

25. Urgent Items.

There were no urgent items for consideration.

26. Declarations of interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

No declarations were made.

27. Questions for the Police and Crime Commissioner relating to recent change in political affiliation.

On 2 May 2024, Mr Rupert Matthews was elected Police and Crime Commissioner (PCC) for Leicester, Leicestershire and Rutland as a member of the Conservative Party. On 4 August 2025, Mr. Matthews announced that he had joined Reform UK. The Leicester, Leicestershire and Rutland Police and Crime Panel had invited the Mr. Matthews to this meeting in order to answer questions relating to this decision, as it appeared necessary in order for the Panel to carry out its functions.

The Panel questioned the PCC regarding his decision. Arising from the discussion, the following points were raised:

- (i). Regarding what had prompted the decision to change political allegiance, the PCC stated that he had become dissatisfied with the Conservative Party at a national level, particularly in relation to the Shadow Home Secretary, and that he felt that Reform UK had been moving in the right direction. Since the General Election in

May 2024, the political landscape of the country had changed and there had been a growth in support for Reform UK and reduction in support for the Conservative Party. The PCC had hoped that the national Conservative Party would have reacted to the change in political landscape in a more positive and dynamic way than had been the case. He also stated that although Reform UK only had five sitting MPs, they often set the news agenda.

- (ii). Concern was raised that swapping of political allegiance could affect the policies which formed the basis of the PCC's election manifesto. The PCC stated that the policies which formed the basis for his election manifesto had been converted into the Police and Crime Plan and that he was committed to delivering that Plan. He stated that the change in political allegiance would not impact the delivery of the Plan.
- (iii). Further concern was raised that change in political allegiance represented a change in personal values and that the PCC may no longer have a mandate from the public. The PCC provided assurance that his personal values had not changed and stated that there was distinction between his role as PCC in delivering the Police and Crime Plan and work undertaken outside of this capacity as a member of Reform UK. The Panel remained concerned that it would be difficult for the PCC to disassociate his personal and political values from those exercised within his professional capacity as the PCC.
- (iv). It was noted that several media releases had suggested that the PCC should call a by-election as a result of his decision. However, the PCC understood that there was no constitutional requirement for a by-election to be called.
- (v). In response to a question, the PCC confirmed that he did not anticipate any shifts in commitments, priorities, resource allocation, or community engagement strategies. However, he highlighted that changes in national policy or financial allocation could impact the work which he, the Office of the Police and Crime Commissioner (OPCC), and the Force would deliver.
- (vi). Within the Police and Crime Plan, the PCC committed to working towards increased environmental sustainability of the police estate. A question was asked as to whether the PCC anticipated any changes to this commitment, given that Reform UK was committed to removing the UK's net zero commitments and had criticised renewable subsidies and green energy policy. The PCC stated that commitments he had made through his Police and Crime Plan would be delivered and that Reform UK's policy position would not impact those particular commitments. The PCC emphasised that he was committed to sustainability and reducing costs but had never made net-zero commitments. He highlighted that sustainability efforts would be included within a broader review of the sustainability of the force estate. In response to a question asked regarding whether Reform UK's Department of Government Efficiency (DOGE) would undertake this review, he responded to say that the review would be undertaken internally by the Chief Constable and the OPCC.
- (vii). The Panel sought assurance from the PCC regarding his commitment to prioritising the safeguarding of women and girls. The Police and Crime Plan outlined a commitment for Leicester, Leicestershire, and Rutland to be a place where women and girls feel safe, that incidents of stalking and harassment would be dealt with quickly and effectively, and that the PCC would continue to undertake

work in order to stop VAWG (violence against women and girls). The Panel member suggested that Reform UK had been criticised for having no clear policy on tackling these crimes and that the party had endorsed a controversial figure accused of violence against women. The PCC stated that he remained committed to prioritising the safeguarding of women and girls and would deliver on his commitments to stopping VAWG. He went on to say that he would continue to invite scrutiny on the way in which victims were supported, and how crimes were pursued.

- (viii). Concern was raised regarding a statement made by the PCC regarding lawlessness across the country and how the statement could impact both trust and confidence from the public, as well as staff morale within the Force. It was noted that the Association of Police and Crime Commissioners outlined a responsibility for PCCs to ensure that community needs were met effectively and local relationships improved through building confidence and restoring trust. The PCC stated that he was committed to delivering the Police and Crime Plan through working with communities, the Force and partner agencies. A member of the Panel suggested that some members of the public could be less inclined to approach the PCC due to Reform UK's divisive policies. The PCC stated that he continued to encourage all members of the public to approach him, regardless of political affiliation.
- (ix). The Chairman asked whether the decision to change political allegiance had impacted on the delay in the recruitment of a Chief Constable. In April 2025, David Sandall commenced the role of Temporary Chief Constable, following the retirement of Rob Nixon. To date, a recruitment exercise had not been conducted. The PCC advised that the delay was not a result of his decision but of guidance and recommendations set out by the Policing College in relation to the recruitment of a Chief Constable. The Chairman emphasised that a permanent Chief Constable contribute towards ensuring the sustainability of the Force.
- (x). The Panel sought assurances from the PCC relating to commitments relating to diversity. The question was asked in context of Reform UK's position to scrap all Diversity, Equality and Inclusion (DEI) roles and regulations. The PCC provided assurances regarding his commitment to all communities. In terms of DEI, he stated that he believed it was reasonable to debate the tactics used in achieving objectives.
- (xi). A question was asked regarding a statement made by the PCC relating to removing wokeness from policing and comments regarding two-tier policing, and how this would be achieved. The PCC stated that his comments related to the Police Race Action Plan. The Plan aimed to make policing anti-racist, improve outcomes for black people, and address disparities and lower trust in police. The PCC suggested that the Plan was too narrow in terms of not outlining the same assurances for other communities. He stated that he aimed to improve trust and confidence amongst the black population and other communities more widely. However, he disagreed with the tactics outlined within the Race Action Plan for achieving these outcomes.
- (xii). A question was asked relating to a Leicestershire police investigation undertaken with regards to the conduct of the former Reform UK Deputy Leader of the County Council. The PCC was asked to provide assurances that he had not discussed the case with operational police officers involved with the case and his view on

whether the investigation should have been undertaken by an alternative police force. He confirmed that he had not discussed the matter with any operational police staff. He also stated that he had full confidence of the Force to undertake investigations with integrity and impartiality.

- (xiii). Concern was raised regarding the PCC utilising a personal social media account to suggest that Reform UK had tackled lawlessness across the country and made reference to a reduction in crime in Rutland. The PCC stated that he posted this on his personal account as it related to his personal views. It was suggested that the PCC should exercise caution in the type of content posted on personal social media accounts so that the public were clear whether a post had been published within a personal or professional capacity. The PCC stated that posts on his personal media accounts related to his personal views and posts on his professional accounts, and the OPCC website, related to work undertaken through his capacity as PCC.
- (xiv). A question was asked regarding how the PCC would be transparent with the public about any changes in policy or funding priorities resulting from the change in political allegiance. The PCC stated that he did not anticipate any such changes. The Chairman reminded members that any change in policy or funding priorities would be considered by the Panel as it would be necessary in order for the Panel to carry out its functions in holding him to account.
- (xv). In response to a question asked, the PCC confirmed that he would ensure that his decisions continue to reflect the needs of all communities, regardless of political affiliation.
- (xvi). The PCC also confirmed that he did not foresee any changes in how he would engage with the Panel or respond to its recommendations.

The Panel then questioned the Chief Executive of the OPCC and the Deputy Police and Crime Commissioner (DPCC) regarding whether the decision taken by the PCC to change political allegiance had impacted their work in delivering aspects of the Police and Crime Plan. In response to the question, the following points were made:

- (xvii). The Chief Executive of the OPCC stated that she and all staff within the Office would continue to be committed to delivering the Police and Crime Plan, of which they were involved in the development of. The OPCC had received assurances from the PCC that the plan would not change.
- (xviii). The Deputy Police and Crime Commissioner stated that she had also received assurances that the Police and Crime Plan would not change. The DPCC emphasised that she would continue to be responsible for two portfolio areas, the criminal justice system and victims and witnesses, which were non-political areas of focus. She stated that she would continue to prioritise improving the criminal justice system and improving outcomes to victims of crime.

RESOLVED:

That the points made in response to questions relating to the Police and Crime Commissioners change in political affiliation, be noted.

RESOLVED:

It was noted that the next meeting of the Police and Crime Panel would be held on 27 October at 14:00.

2.00 - 3.43 pm
22 September 2025

CHAIRMAN

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Police and Crime Panel for Leicester, Leicestershire and Rutland

27th October 2025

Commissioner's Update Report (Q2)

Report Date	27 th October 2025
Report Author	Lizzie Starr, Director of Governance and Performance
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to establish a Police and Crime Plan and deliver such a plan and bring together community safety and criminal justice partners to make sure local priorities are joined up.
2. The PCC brings this report to outline for the Police and Crime Panel how he is fulfilling his duty through his work or the work of his Deputy and office throughout July 2025-September 2025 (Quarter 2 2025/26)

Request of the Panel

3. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel supportive of the work update provided by the PCC?
 - b. Would the panel like to make any recommendations to the PCC in relation to any of the work outlined within the report?

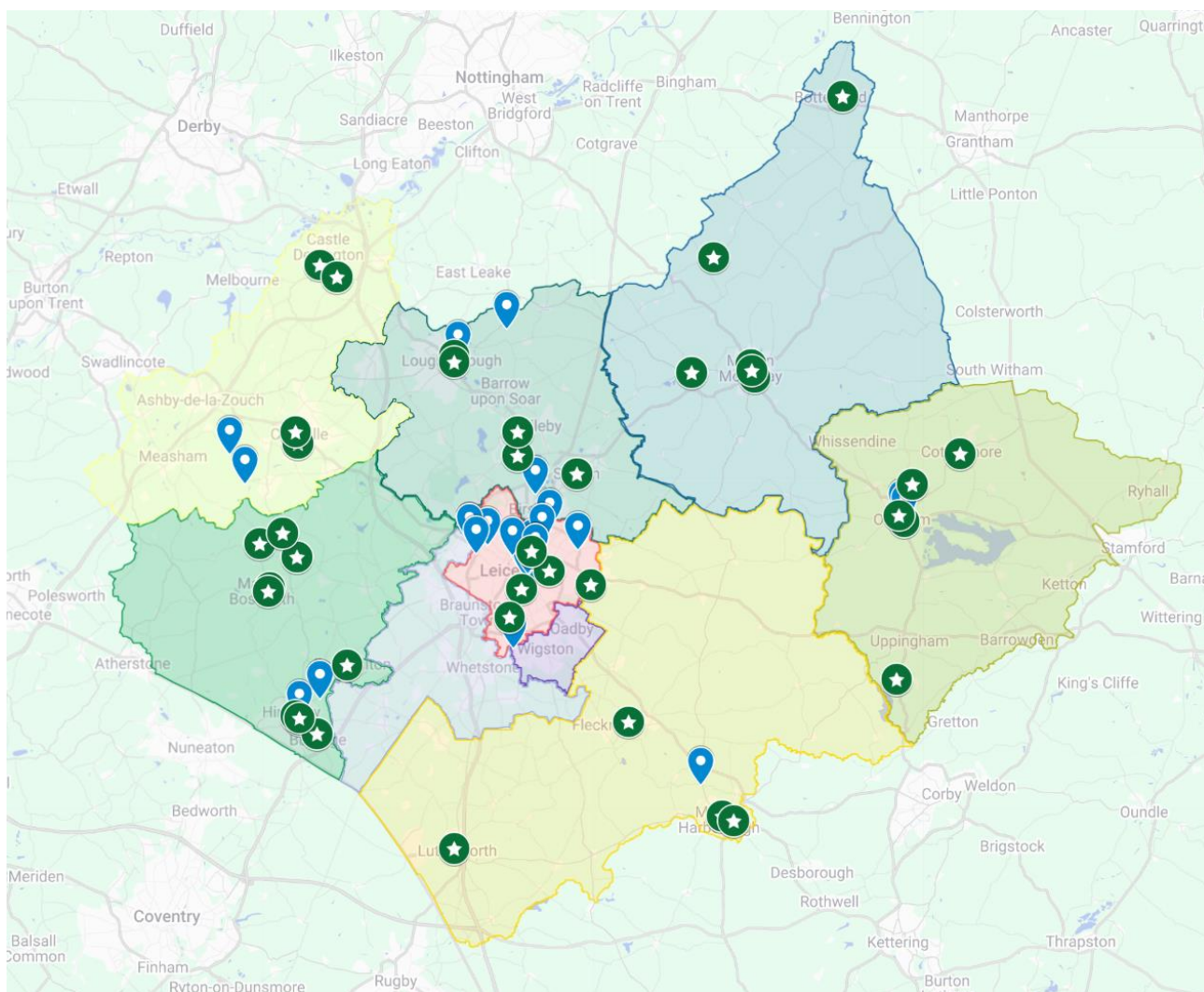
Summary

4. It is the continued opinion of the PCC that there is positive progress being made against a key number of workstreams within the office, including the successful implementation of the Force and OPCC round table. The PCC receives regular oversight of the workload through weekly meetings with the Chief Executive Officer, Bi-monthly briefings with the Senior Management Team and other briefings as appropriate.

Section 1 - Community consultation and engagement (PCC)

5. The Police Reform and Social Responsibility Act 2011 (PRSRA) places a statutory duty on the Police and Crime Commissioner to regularly engage and consult with the public. This has been a key priority for the Commissioner, and to that end he has created dedicated 'Community Days', enabling him listening to the views of local people.
6. This report covers engagement activity from 1st July 2025 – 30th September 2025.

7. The Commissioner undertook a total of 67 engagements in this time period.
8. The engagements of the Commissioner are categorised as 'community day engagements' and 'other engagements' classes as any engagement outside of a community day.
9. This is shown visually on the map below. The Community Day engagements are shown as stars and the other engagements are shown as pin drops:

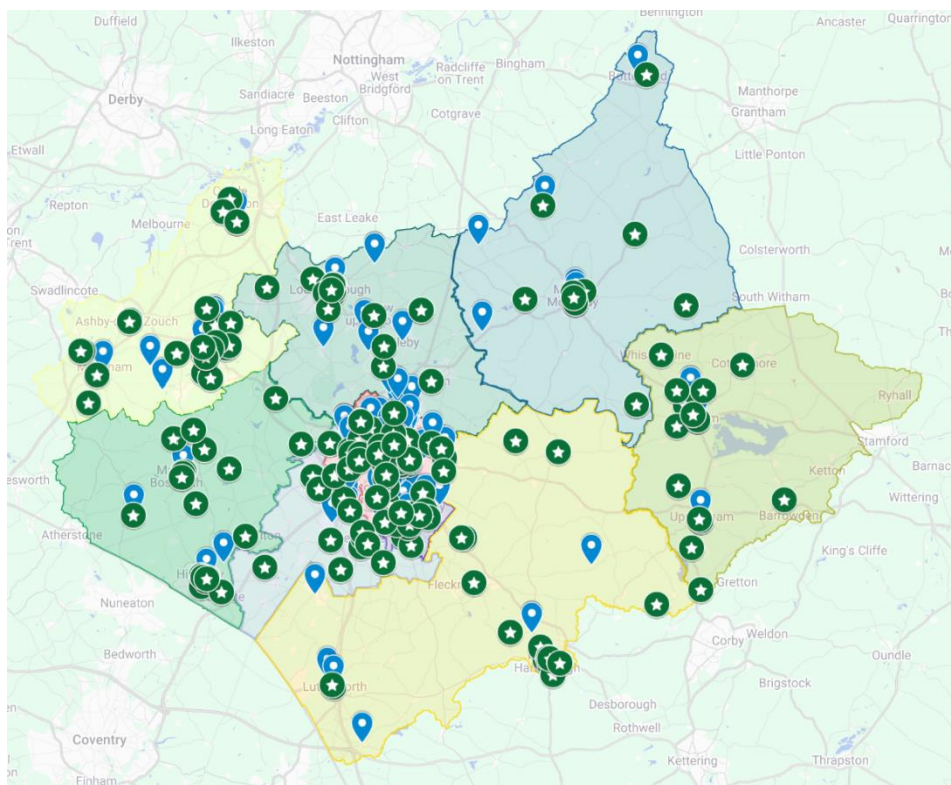


10. The engagements are cumulatively tracked on a monthly basis by the OPCC team to ensure the Commissioner is undertaking various engagements across the city and two counties and engaging with a variety of different communities and demographics across the course of a year.
11. The total engagements since the start of the 2024/28 PCC term of office (May 24) are shown below broken down by the local authority areas.

Local Authority	Total Engagements since May 2024	Total Community Day Engagements since May 2024	Any Other Engagements
Blaby	27	19	8
Charnwood	30	18	12
Harborough	26	19	7
Hinckley and Bosworth	27	23	4
Leicester City	134	48	86
Melton	27	20	7
North West Leicestershire	34	27	7
Oadby and Wigston	24	15	9
Rutland	29	21	8
Total	358	210	148

12. This table shows that over the course of the current term of office, the Commissioner has completed over 350 engagements and that this is spread across the local authority areas.

13. The same information is shown visually on the map below. The community day engagements are shown as stars and the other community engagements shown as pin drops.



14. The themes that have come out of the PCCs Community Days during the time period of the report are:

- 8th April – Leicester City
 - ASB raised in 3 meetings; Aikman Flats, New College & Beaumont Leys Shopping Centre
 - Substance Abuse
- 1st July – Melton
 - Rural Crime
 - Business Crime
- 15th July – Charnwood
 - ASB raised in 4 meetings, including e-scooters
 - Business Crime
- 24th July – Leicester City
 - Arson
 - Substance abuse
- 29th July – Hinckley and Bosworth
 - Speeding
 - Rural Crime
 - Business Crime
- 5th August – Harborough
 - ASB raised in 2 meetings
 - Rural Crime
- 26th August – Rutland
 - Speeding
 - Rural Crime
 - Business Crime
 - ASB raised in 3 meetings
- 4th September – North West Leicestershire
 - Speeding
 - ASB
- 11th September – Melton
 - Business Crime
 - ASB raised in 2 meetings
- 16th September – Leicester City
 - Business Crime
 - Illegal Parking
- 23rd September – Hinckley and Bosworth
 - ASN
 - Business Crime
 - Drugs

Impact of Engagement

15. The Commissioner has passed on feedback regarding Operation Pedalfast to Leicestershire Police – a request for the operation to be expanded further in Leicestershire.
16. Following a suggestion from a small business regarding the potential for introduction of Fixed Penalty Notices for small scale shoplifting, as other forces have done, the PCC has raised the possibility with the Temporary Chief Constable in a Roundtable meeting.
17. Following feedback from Councillors in Harborough, the Commissioner has asked the Chief Constable for a report on the Policing operation surrounding the Light & Life Event that will be suitable for passing on to local Cllrs to provide reassurance to the public.
18. Further to this a number of recommendations have been made to the PCC utilising the trends highlighted through the feedback on the Commissioner's engagements to add agenda topics to the Corporate Governance Board agenda to hold the Force to account. An example of this is ASB which is scheduled to come to CGB in November 2025.
19. The trends and themes highlighted from both the Commissioners community days and public inbox are analysed by the performance team and presented to the PCC at the internal Force Performance Review meeting to recommend areas to further probe the Force at either a round table or CGB meeting. Further details on these arrangements is covered in paragraphs 57-62 of this report.
20. The Commissioner like to ensure that he, or his Deputy, have carried out due diligence on the projects funded, to ensure good value for public money. The commissioned services and projects visited over this time period are outlined in the table below. The Commissioner was confident that funding was being spent in line with grant conditions;

Organisation	Area and Work	Funding	Output
Hinckley and Bosworth BID	CSP	£9460 (100%)	The PCC met with Hinckley and Bosworth BID alongside other partners to officially handover the 20 BWV cameras secured by Hinckley and Bosworth BID through the PCC's fund.
Loughborough BID	CSP	£9460 (100%)	The PCC met with Loughborough BID alongside other partners to officially

			handover the 20 BWV cameras secured by Loughborough BID through the PCC's fund.
LMA Youth and Community Development	CSF	£10,000 (100%)	The PCC met with staff from LMA Academy Community Gym who run a series of projects funded through the Commissioner's Safety Fund to prevent involvement in crime, anti-social behaviour and serious violence. The PCC was impressed with the work being carried out.
Hinckley and Bosworth CSP	CSP	£3,400 (100%)	The PCC met with the CSP to learn about the work being done with the newly purchased Thermal Camera in the Hinckley area.

21. For these projects it is too early to directly attribute impact to their delivery. However, the output of the projects remains on track and they were selected due to their ability to contribute to the Police and Crime Plan aims.

Section 2 - Commissioning and Partnership Activity

Contracts:

22. Q2 has seen the continuation of Out of Court Resolutions (OOCR) commissioning.
23. OOCR's enable Police to tackle low-level and first-time offences without resorting to Court. They provide a swift and tailored approach to justice, focusing on restorative measures and offender accountability, while also considering the impact on victims.
24. The specification documents, quality questions and method statements are being completed with support from the Force's procurement team. All staff involved, including Police colleagues who will be involved in the evaluation and award of the contract have training booked to ensure all regulatory requirements are met.
25. The tender is due to go live on 20/10/2025 with evaluation in December and award prior to the Christmas Break.
26. The new combined OOCR contract delivery will commence 01/04/2026.
27. Providers will bid to deliver a suite of OOCR options which MUST include:
- Provision for female offenders
 - Provision for 18- to 25-year-old males
 - Provision for first offence/standard risk domestic abuse

28. The provider will also be expected to provide flexibility to deliver outside of the above to include; Hate Crime, Assault Against Emergency Workers and low-level ASB, with offender pay options where appropriate.

29. The total funding provided for the delivery of the above is £199K per annum, for a three-year period.

Community Based Commissioning:

30. Funding to all nine Community Safety Partnerships were reset to base levels as per the funding formula and contracts have all been renewed for 2025-26.

31. The allocations for each CSP area are outlined in the table below along with expenditure to date as of 01/10/2025.

CSP Area	2025-26 Allocations	2025-26 Expenditure	2025-26 Remaining CSP Balance
Leicester	£271,818.47	£145,252.00	£126,566.47
Charnwood	£89,530.24	£89,530.24	Nil.
SNWLP	£53,776.10	Nil.	£53,776.10
Blaby	£52,665.76	£27,960.50	£24,705.26
Hinckley and Bosworth	£51,217.55	£36,343.00	£14,874.55
Harborough	£37,479.75	Nil.	£37,479.75
Oadby and Wigston	£32,554.58	Nil.	£32,554.58
Melton Mowbray	£31,335.75	£31,335.75	Nil.
Rutland	£19,296.80	£15,354.00	£3,942.80

32. The OPCC has engaged with at SNWLP, they are due to spend their allocation but have been delayed due to unforeseen staffing issues. This is similarly the case with Harborough CSP (staffing changes) while Oadby and Wigston have some proposals for their funding they are due to put forward which we are currently awaiting. Therefore, it is expected that areas that have not utilised their funding to begin to draw this down in due course.

33. To date several projects currently in progress which are outlined in brief below. A short summary of the projects have been funded for 2025/26 is below:

Project	Description / Brief	Area
NTE St John Ambulance	Medical nighttime economy first aid provision provided by St John Ambulance, including a static treatment centre (usually located at Jubilee Square), a double-crewed ambulance, an advanced life support provider and first aid	Leicester City

	teams. Where demand permits the provision also provides critical support to East Midlands Ambulance Service by responding to 999 calls related to the nighttime economy in the city centre, dramatically reducing ambulance wait times. The services will operate from 10pm to 5am on 43 priority dates across 2025 (usually Fridays, Saturdays or bank holiday weekend dates).	
CCTV Camera 269	Replacing obsolete camera 269 with digital technology.	Leicester City
Early Intervention Team	2x Full Time (37 hours pw) Prevention Officers. The Early Intervention Team has been delivering targeted workshops, on County Lines, Exploitation and Anti-Social Behaviour in secondary schools during the past academic year and these identified missed opportunities to engage children at an earlier age.	Leicester City
Premier League Kicks Roadshow LCITC	Leicester City in the Community (LCITC) proposes the Premier League Kicks Roadshow, a project using newly refurbished ball courts and city centre spaces to engage young people through free football and sports sessions. The initiative aims to reduce antisocial behaviour (ASB), promote positive community involvement, and provide safe recreational opportunities. Sessions will be held at Melbourne Road, Eyres Monsell, Netherhall and city centre locations, focusing on hard-to-reach young people.	Leicester City
AAA foundation Netherhall Afterschool Club	Activities that will be funded – Football, Basketball, Arts & Craft Staff Costs 1 Youth worker 3hrs @ £15ph per week over a period of 8 weeks= £576.00 1 Sports coach 3hrs @ £20ph per week over a period of 8 weeks = £720.00 Other Costs Arts & crafts materials: £100 (estimated for 8 weeks) Refreshments & incentives: £50 Total Programme Cost: £1,446.00	Leicester City
Netherhall Fun Day Support Funds	As part of the nether hall fun day to support the engagement with young people and reduction in ASB and youth related crime in the area. The CSP would like to support with a small additional budget to allow for the committee to provide food and drink for the young people on the day and to support other funds like vouchers for engagements and raffles	Leicester City

	Small budget to allow for additional support to cover the costs of Food and Drink for young people, Raffle vouchers etc	
Community Support Officer – Falcon Support Services	The Community Support Officer will work with those identified as having a substance misuse issue and/or offending, including ASB and street begging.	Charnwood
Town Centre Detached and Multisports – GoGetta	This proposal is for the continuation of a project funded through the National Lottery Million Hours fund for which funding comes to an end in June 2025; if successful, this funding will be spent on the delivery of a weekly detached youth work and Multisports session for young people aged 11-19years (up to 25 with SEND) from Loughborough, targeting young people causing ASB within the Town Centre and providing them with diversionary activity.	Charnwood
Warwick Way Detached – GoGetta	This proposal is for the continuation of a OPCC funded project coming to its end in March 25 due to an ongoing need for this work; funding will be spent on the delivery of detached youth work on the Warwick Way estate, Loughborough. The sessions will engage young people aged 8-21yrs (up to 25yrs with a LD), living on and congregating in ASB 'hot spots' around the estate, and will be held every Thursday 5.30-7.30pm.	Charnwood
Charnwood KICKS LCITC	The funding requested will be allocated to enable the continued success and delivery of the Leicester City in the Community project for a further 12 months, running until March 31st, 2026	Charnwood
Domestic Abuse Outreach Worker – Living Without Abuse	To provide extra Community-based adult services for male and female adult survivors of domestic abuse. This service will provide help and advice over the phone and in person in a variety of ways, including practical support, security measures, support with the legal system and resettlement. The extra funding will resource 1-1 support with a minimum of 54 newly referred adults/families,	Charnwood

	within Charnwood annually, and be provided by Living Without Abuse, a local domestic abuse service.	
Subsidised Meals Community Drop-in – Falcon Support Services	The funds will help our community drop in deliver healthy nutritious meals at a £1 a meal for those who are homeless, at risk of becoming homeless, isolated and affected by the cost of living crises. We see around 50 individuals a day Monday -Friday access our service for support, safe place, showers, washing machine, sleeping bags, clothes and they see our drop in as a save space	Charnwood
Young People Diversionary Activities – Young Leicestershire	1x weekly street outreach session in Blaby District targeted at ASB hotspot areas. Sessions will be delivered by Young Leicestershire and will target young people age 10-18 at risk of becoming involved in or already involved in ASB. Sessions will be Wednesdays 5pm – 8pm	Blaby
Police Crime Reduction Stock	Purchase of crime reduction and road safety items to be distributed among the community.	Blaby
Hate Has No Home Here	This is a MATCH Funded project - BDC will provide an equal amount of funding to match what is requested in this bid to deliver the project. This funding is to facilitate a programme of work in primary and secondary schools across Blaby District on anti-discrimination. The objectives of the Hate Has No Home Here Anti-discrimination Project are to: • Raise awareness about different forms of discrimination • Provide training for teachers • Encourage schools to develop a zero - tolerance policy on discrimination • Produce a film that promotes a culture of respect, inclusion, and equality • Develop artwork with anti-discrimination messages to be displayed in schools and at the Crosby Yarn Bomb	Blaby

Campaigns and Projects	Delivery of various projects and campaigns, for example: • White Ribbon Accreditation for BDC. • Bystander training • 16 days of action for White Ribbon including school sessions, social media campaign, DA awareness training, information stands. • National Hate Crime Awareness Week • Ask for Angela Recruitment and Training • Purchase of items and cost of print for materials related • Anti-spiking safety items • Smart doorbells for high risk ASB and DA cases • Misc.	Blaby
NTE Marshalls	Marshalls in the NTE for Blaby Town Centre • 28 November 2025 - Blaby lights Switch on • 19 Dec (Last weekend before Christmas) • 20 Dec (Last weekend before Christmas) • 24 Dec (Christmas Eve) • 26 Dec (Boxing Day) • 31 Dec (New Years Eve)	Blaby
Response Fund	This is a request for a responsive pot so that the CSP can respond to emerging threats in a timely way. These threats will be identified by the local CSP Tactical Group. This could be used for example for target hardening initiatives for emerging threats e.g. air tags for rural crime, ring doorbells, defender pouches keyless car crime, light timers for burglary, window alarms, drink spiking covers, personal alarms, target hardening high risk ASB/ high vulnerability cases (not crimes), replacement of equipment for delivery of new schools workshops based on tackling emerging threat or for services that are needed at short notice for example NTE economy marshalls. We may also use this for responsive campaign work.	Hinckley and Bosworth
DISC Retail Business Crime	Continued support for the DISC and retail radio scheme:	Hinckley and Bosworth

	There are 146 users registered on Hinckley BID's DISC scheme for retail watch and 65 for Pubwatch. There are 55 plus Radio-Link radios allocated and operating on the Radio-Link scheme with a further 6 to be allocated. Feedback continues to be positive for the scheme.	
Bike Register	The police will be supporting Hinckley BID with a security bike event which will involve offering bike security and tagging for member of the public. The tagging kit identifies the bike owner and can be tracked via an app which registers the bike to national police approved database. Registering the bike provides the owner with a lifetime registration which all UK Forces have access to. A registration logbook will be provided to be used as proof of ownership and the owner will have secure online access to manage their account. A highly durable tamper resistant QR code label will reduce the risk of theft by warning thieves that the owner has used bike register and provides a unique bike register ID.	Hinckley and Bosworth
Thermal Imaging Camera	This equipment is to be used in evidence gathering to support the request for warrants to be issued in the pursuit of cannabis factories.	Hinckley and Bosworth
Premier League KICKS LCITC	This project funding will include Premier Kicks delivery by Leicester City in the Community. Sessions will take place on Monday evenings at Green Towers Youth Club in Hinckley from 4-5pm for years 7-9 and 5-6pm for years 10+ up to 18 years of age and there is a potential to split the delivery of sessions between Hastings High School and Green Towers to attract more young people to participate from September onwards.	Hinckley and Bosworth
Geofencing Campaigning supporting Safer Summers	Three Geofence campaigns targeted at Hinckley Town Centre which will during the summer period covering the following: ASB in the town centre and parks. NTE and keeping safe. Daytime shopping and keeping items/valuables safe and secured. These will be coordinated and delivered by Leicestershire Police in partnership with the council's community safety team	Hinckley and Bosworth
X2 Electric Bikes For Police Patrols	Two marked police e-bikes with lighting and safety equipment for use by neighbourhood policing officers in Hinckley and the surrounding	Hinckley and Bosworth

	areas. The e-bikes will provide a flexible and sustainable means of transport that will bridge the gap between foot and car patrols. The e-bikes will significantly improve operational efficiency, officer visibility, community engagement and the policing response to anti-social behaviour drug dealing and serious acquisitive crime such as burglaries. The e-bikes will also support the force-wide environmental sustainability objectives	
Young Peoples Diversionary Activities – Young Leicestershire	Youth outreach via Young Leicestershire in Hinckley and Bosworth: Delivery of 28 x 3hr detached youth work sessions, 1 per week in Hinckley & Bosworth Borough. Operating in ASB/SV hotspot areas across both locations with the aim of diverting young people away from ASB and crime towards positive opportunities. Work in collaboration with other agencies. To co-design with young people, occasional diversionary activities in response to identified need arising from detached sessions. To provide safe, supportive spaces where young people feel included, stimulated, challenged and empowered to make positive life choices. Achieved by building effective, professional and trusted relationships.	Hinckley and Bosworth
Safer Communities Partnership Officer	Since the post was introduced last year the position holder has helped to improve delivery of the CSP objectives by working with multiple stakeholders, communities, and local businesses contributing towards: • Drugs and country lines • ASB and environmental crime • Rural Crime • Violent Crime	Melton Mowbray
Response Fund x 3	Response funding to give resilience to support the SMP to help tackle and address arising issues, fund projects, events/items for the partnership. E.g. graffiti project, funding over time to tackle arising issues, engagement events and items such as fly tipping signage, cigarette end pouches and other similar items.	Melton Mowbray

	We often get requests from CSP partners for funding for venue hire, community engagement funding, resources, and target hardening. To negate the need to submit several small bids, it would be preferable that we have small fund to cover these such events, which will cut down in additional administrative time	
Retail DISC App	A data compliant app to help facilitate the Secure Melton Against Retail Theft (SMART) scheme. This app would enable the secure communication regarding retail theft and prolific offenders between SMART members, Local Authority Officers, and the Police. Members can use this app to share information regarding all manner of incidents, such as: Sharing CCTV stills, log an incident under a prolific offender, obtain statistics on the number of reports from one location or store, members can also send instant messages to alert other members of potential issues, there are many other features available also.	Melton Mowbray
Mobile ANPR Camera	Melton Police and the Safer Communities team have identified that Melton Boroughs ANPR capability needs more capacity to improve the intelligence picture, conduct targeted stop and searches and deter criminal activity coming into the area. I am proposing that the SMP purchase a mobile ANPR camera to allow the Police greater operational freedom to utilise this asset to target OCG's and county lines within the borough. The ANPR camera will be installed in an existing Police vehicle for the exclusive use within Melton Borough.	Melton Mowbray
Weekly Targeted Support Group for Young Girls	We have identified a small group of young girls that have various unmet needs and require concentrated inputs that are bespoke to them. So far we have supported two separate cohorts with huge success. The needs have been varied and include high risk CCE/CSE concerns. They are often open to various services, including Childrens Social Care, but had been refusing to engage. Some experience missing episodes, placing the girls in dangerous situations, where	Rutland

	substance misuse was a feature and they were at risk of, or were already experiencing, exploitation. The young people are identified as being involved in an increase in criminal behaviour with prolific shoplifting and increased ASB.	
Response Fund	This is a much-needed support and response funding budget, which will allow the Safer Rutland Partnership to respond to emerging patterns of crime, disorder and ASB. The funding will also support victims and alleged perpetrators with diversional activities (such as meaningful activities and training opportunities) to reduce harm and incidents within Rutland.	Rutland

34. The Community Action Programme (CAP) is a collaborative initiative designed to support and empower communities across Leicester, Leicestershire, and Rutland (LLR). Operating under a unified umbrella approach, CAP brings together a range of efforts aimed at enabling local people and grassroots organisations to take meaningful action in building safer, stronger, and more resilient communities. By fostering collaboration and providing practical tools and resources, CAP hopes to amplify the voices of communities and support them in addressing local challenges effectively. At the heart of CAP are four key workstreams which contribute to the programme's overarching goals. The workstreams include:

- d. **Public Crime Prevention Advice** - CAP aims to develop and share accessible crime prevention advice with individuals and communities across LLR. This advice will be made publicly available through various channels and formats, with the intention of helping people feel more informed and confident in taking steps to reduce crime and improve safety in their local areas.
- e. **Crime Prevention Toolkit** - A toolkit is being developed to support a wide range of community stakeholders, including local groups, parish councils, neighbourhood watch schemes, resident associations, youth organisations, faith-based groups, and voluntary sector partners. The toolkit is intended to offer practical, evidence-based guidance, examples of successful initiatives, and insights into what works and what doesn't, in crime prevention. The hope is that it will empower communities to identify local issues and explore tailored solutions that reflect their unique needs and capacities.
- f. **Co-Produced Initiatives** - A central focus of CAP is hearing directly from communities and working alongside them to co-produce solutions that reflect their experiences, priorities, and strengths. This approach ensures that initiatives are shaped by those who know their communities best. Examples include co-produced solutions like our Violence Against Women and Girls (VAWG) projects and place-based initiatives such as People Zones, which

bring residents and partners together to design safer, stronger neighbourhoods.

- g. **The Community Action Fund (CAF)** - The CAF is a key part of CAP, offering targeted financial support to help local groups turn their ideas into real, positive change. Eligible applicants include grassroots organisations, charities, parish councils, youth groups, resident associations, faith-based organisations, and other constituted community-led initiatives.

35. Grants of up to £10,000 will be available through themed funding rounds that run throughout the year. Each round is aligned with the priorities of the Police and Crime Plan, ensuring that funding supports strategic goals for community safety and harm reduction. The six priority areas are:

- h. Rural Crime
- i. Road Safety
- j. Violence and Vulnerability
- k. Business Crime
- l. Neighbourhood Crime
- m. Violence Against Women and Girls (VAWG)

36. The first three rounds will open on the following dates:

Rural Crime: 1st September 2025

Road Safety: 17th November 2025

Violence and Vulnerability: 1st December 2025

37. The remaining three rounds will launch in 2026, with dates to be confirmed. This structured approach is designed to ensure funding is directed where it can have the greatest impact, supporting innovative, community-led solutions that prevent harm and improve safety.

People Zones:

38. The team has been working on the final round of the 2024/2025 financial year grant funding for People Zones. The round closed at the beginning of February, and 11 applications were received, totalling just over £70k. From the scoring the Commissioner was recommended to fund 6 projects at just over £40k.

39. The full list of projects funded has been uploaded to the website.

40. The New Parks People Zone celebration video has now been fully edited and officially launched at a vibrant, community-led event held in September 2025. The celebration brought together residents, local leaders, grassroots organisations, and a wide range of partner agencies, all of whom play a vital role in supporting the People Zones initiative.

41. The event was a huge success, with attendees coming together to watch the video and celebrate the achievements of the New Parks community. The video showcases the impact of funded projects and the strength of local partnerships, capturing the spirit and ethos of People Zones. Each featured provider has now received a tailored version of the video, which they will use to promote their work, showcase the community, and support future funding applications. The video is a lasting resource that will help amplify the voices and efforts of those driving positive change in New Parks.
42. The fifth cohort of the Community Leadership Programme concluded in Summer 2025 with 18 community leaders successfully graduating. These leaders will now join the Community Leaders Network, connecting with participants from the previous four cohorts. This cohort was delivered through a more collaborative approach, featuring a wide range of expert speakers covering specialist subjects. Survey results showed strong outcomes, with participants reporting increased confidence in writing funding bids, leading community initiatives, and applying tools such as theories of change. All respondents rated their post-programme abilities as 'good' or 'very good', and many have already begun applying their learning in practice.
43. Feedback was overwhelmingly positive, with participants praising the programme's structure, delivery, and impact. The success of Cohort 5 reinforces the programme's value and its role in empowering community leaders across Leicester, Leicestershire, and Rutland.
44. The OPCC is gradually stepping back from direct involvement in the current People Zones to enable the expansion of the model to new areas across LLR. This transition will continue until the end of the financial year, during which time support will remain in place to sustain existing projects and partnerships.
45. A refreshed People Zones model is being developed, building on the original principles of asset-based community development (ABCD) and co-production. The new approach will be used as a problem-solving framework, identifying areas of need through data and insight, particularly via the new ECINS system, and working collaboratively with communities to design locally owned solutions.
46. As the OPCC steps back from operational delivery, it remains closely connected to the current People Zones until the end of the financial year to support a smooth transition and continued community momentum.
47. The People Zones Legacy Fund is now open, offering targeted financial support to sustain and build on the impact of the programme. Partnership-led applications are prioritised and can apply for up to £35,000, while single organisations may apply for up to £10,000. The fund is designed to:

- n. Strengthen existing People Zones activity.
- o. Support collaborative, community-led solutions.
- p. Embed long-term sustainability and resilience.
- q. Encourage innovation through partnership working.

48. In addition to the Legacy Fund, communities also have access to:

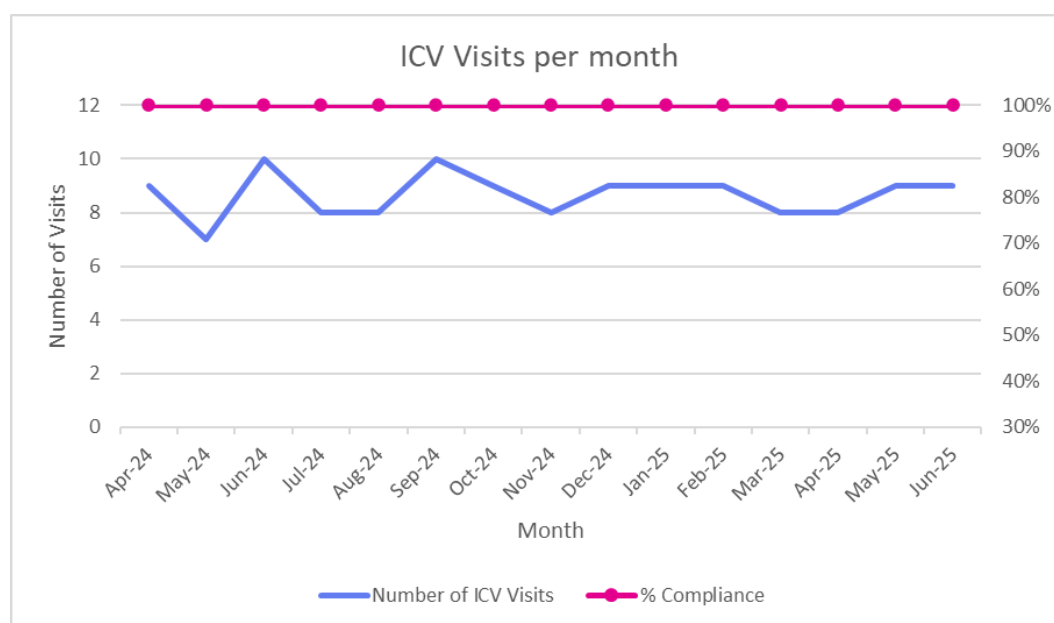
- r. The Community Action Fund (CAF) – supporting smaller-scale, locally driven projects.
- s. The Community Action Programme (CAP) – continuing to provide strategic support and development opportunities for initiatives aligned with the People Zones ethos.

49. Together, these funding streams are being used to prioritise applications that demonstrate strong local partnerships, community leadership, and a clear commitment to sustaining the values and impact of People Zones.

50. The team are actively shaping the future model, with a strong emphasis on co-production. New People Zones will be established in response to identified problems, ensuring the approach remains responsive, inclusive, and rooted in community strengths.

Section 3 - Scrutiny and Governance Activity

51. The PCC has set a locally agreed target of a minimum of one custody visit per week per operational custody suite. The Independent Custody Visitor's continue to achieve this and have completed 100% of scheduled ICV Visits equating to thirty visits between Q2, July and September 2025. This includes four visits completed at Beaumont Leys Custody Suite as they re-opened every Thursday during July and August 2025.



52. No serious issues have been observed during these visits. One detainee requested medication. The response received was Medication was requested and was waiting for mother to bring it in. ICVs have also noted positive comments from their visits and stated, “very knowledgeable officer who taught us a lot and was very personable. Most appreciative of Custody Sergeant and his approach”. Also, on another visit volunteers stated, “I would also like to mention how welcoming the sergeant and the custody officer both were extremely accommodating”. Both positive feedback comments have been shared with the relevant staff via the custody Inspector.
53. Leicestershire’s ICV scheme has been participating in ICVA’s pilot reviewing the treatment of Immigration detainees in police custody. The pilot commenced in April 2025, this additional work was absorbed by ICVs during the OPCCs Custody detention Panel. During the Pilot ICVs have reviewed 31 custody records of Immigration detainees in police custody. ICVA will be collating the findings from all 7 schemes (including us) nationally that have taken part and will be sharing their recommendations on 10th December 2025 at an Immigration Roundtable in London. We are represented at the Roundtable and an Assurance Officer from Leicestershire OPCC will be attending.
54. The Custody Detention Scrutiny Panel (CSDP) met on Tuesday 19th August 2025. A total of 35 custody records were reviewed, which included 15 of the Immigration Detainees Custody records and 7 recommendations were provided to the Custody Inspector. The work and recommendations of this panel are fed up to the Ethics and Transparency Panel. The Inspector has reassured us: The feedback is used as part of Leicestershire Police’s wider auditing and quality assurance framework which is examined at their internal continuous improvement meetings. The feedback will appear on their agenda moving forward to ensure its’ captured in the right place to influence any necessary policy or procedural change in a holistic way.
55. The PCC has set a locally agreed target of a minimum of one visit per month to the Dog Unit Kennels at Leicestershire Police Headquarters. This has been achieved and a total of 3 visits were completed between July and September 2025. No serious issues were identified.
56. As part of the Animal Welfare Scheme, off-site visits to observe Dogs Training was introduced in June 2025. We did not complete any off-site visits during Q2 as the confirmed date (23 July 2025) was cancelled due to other training requirements for the Dog Unit. We have agreed to complete 6 per year and will schedule some more off-site visits to take place in the next 6 months.
57. The OPCC held one Ethics and Transparency Panel meeting during Quarter 2 (June 2025). The agenda included:

- Review of the Force's Gifts and Gratuities for the most recent quarter
- OOCR Scrutiny Panel Annual Report
- OOCR Annual Force Summary
- OOCR Ethical Dilemma
- Update on Child Centric Approach in Custody and Child Searching including the Force's response to the APCC's Suggested Scrutiny Questions
- Review of BWV to assess whether use of force was reasonable, proportionate and in line with policy

74. The OPCC shared the OOCR Scrutiny Annual Report and requested panel feedback. The panel felt some recommendations lacked specificity. The ETP lead for OOCR noted vulnerable adults receive less support than youths, who benefit from a more wraparound care. The Force acknowledged investment in OOCR and diversion hubs but agreed further improvements are needed.

75. The Force provided a brief overview of their annual OOCR summary, it was confirmed that there has been a reduction in Community Resolutions (CRs). This was highlighted as positive, as the Force had previously been a national outlier for issuing a high number of CRs. However, the Force acknowledged significantly higher OOCR issuance rates among Black and Asian communities. To address this disproportionality, they are proactively engaging through their youth space.

76. The Force provided an update on its efforts to reduce the number of children in custody and improve their experience within custody suites. The Force highlighted that one of the custody suites is being redesigned specifically for children, women, and vulnerable individuals to ensure that children are not held alongside adults. Some cells have been painted in neutral colours to create a more supportive environment for young people. Additionally, tools are being introduced to promote positive pathways, drawing on lived experience, and the Liaison and Diversion Team will play a key role in supporting this approach. The Force explained that a pilot scheme is being developed to provide targeted support to specific groups, with a focus on incorporating lived experience.

79. The meeting concluded with a dip-sample review of BWV footage to obtain the panel members' perceptions of the officer's standards and behaviour. It was highlighted this BWV was linked to an operation in response to public concerns about e-bikes. No significant concerns were identified regarding officer behaviour or standards.

58. The OPCC held one Joint Audit and Risk Assurance Panel (JARAP) meeting during Quarter 2 (27 August 2025). The agenda included:

- Internal Audit Progress Report (Paper C)
- Internal Audit Annual Report and Head of Internal Audit Opinion 2024/25 (Paper D)
- Internal Audit Recommendations and Tracking (Paper E)
- 2024/25 External Audit Progress Report (Paper F)

- Force Risk Register (Paper G)
- OPCC Risk Register (Paper H)
- 2024/25 Draft Statement of Accounts and Annual Governance Statements (Paper I)
- Force Management Statement and Force Planning Cycle (Paper J)
- Force Meeting Structure (Paper K)
- Work Programme (Paper L)

59. The papers and associated minutes for both scrutiny panels (JARAP and Ethics and Transparency) are available on the OPCC website.

60. Sixty-six complaint reviews were received by the OPCC in the period July- Sept 2025, with 57 being closed within the same period.

	No of reviews received	No Not upheld	No completed within 28 days	No not completed in within 28 days	Learning/Recommendations made
July	18	0	2	16	0
August	24	0	12	12	0
Sept	24	0	15	0	0

61. The office continues to perform well compared to the national and most similar forces in relation to the completion of the complaint reviews, completing on average of 35 days compared to the national response time of 56 days.

62. The Team have commenced work around pension forfeitures for officers that have been found guilty of a criminal conviction linked to their police service. The office holds regular meetings with the Force's professional standards department to ensure intelligence around upcoming possible pension forfeitures is shared.

63. Over the reporting period over 5,320 pieces of information has been received into the Commissioners public inbox resulting in over 1,505 responses being sent. The remaining items received in the inbox include, updates from NPA commanders, requests for complaint reviews, newsletters and invitations for the PCC.

64. In addition to this there has been 14 pieces of formal correspondence, lobby letter, MP letters etc drafted and sent from the Commissioner in this period.

65. This includes;

- a. Warning zone letter to MP's
- b. PCC update letter and newsletter
- c. CSR and funding letter

Holding the Force to Account

66. In the period the OPCC has held one Force Performance Board, in which the OPCC team brief the Commissioner on their work reviewing key metrics to examine where Leicestershire Police may be under/over performing which informs CGB/Roundtable agenda.
67. The meeting focuses on operational performance from a variety of sources, including the themes from the Commissioners engagement days, the themes in correspondence through the public inbox, horizon scanning local and national policy, force operational performance information, contact and response Demand for the force and also insight garnered from attendance at national/regional and local meetings. There are also suggestions of recommendations for the PCC to escalate to the force if necessary to seek further assurance.
68. The most recent meeting in August resulted in twelve actions being taken forwards, including;
- a. Significant exceptions - a deep dive into crimes recorded outside of the force boundary area, with a summary report providing the PCC with assurances about these offences.
 - b. A paper providing a summary of the upcoming recommendations from the PEEL reports from the most recent meeting.
 - c. Providing the PCC with an update on the impact of removing Government funding for in custody drug testing, and the effect this may be having on the data.
69. Since the commencement of the new plan and financial year a new forum for the PCC to enable the PCC to hold the force to account for effectiveness, efficiency and performance for minor items has been created. This is called the OPCC and Force Roundtable.
70. There were four roundtables in Q2 (Jul-Sept) during which the following topics were discussed.
- a. Force level of current demand with calls and online reporting
 - b. Protests both locally and further afield with the Force providing Officer resources to events taking place in London
 - c. Asylum Housing/ Immigration pressures on policing
 - d. HSE Custody Reports
 - e. The Force's approach to the assessment of Risk
 - f. Section 106 Funding and the Estates Strategy
71. The following actions resulted from this roundtable.
- a. The OPCC CFO and Force CFO to review Single Source Procurement
 - b. A future Roundtable to be set to capture the Capital Outlook and Strategy Setting
 - c. The PCC will review the Draft Estates Strategy
 - d. DCC Kerr will provide the PCC with an update on a review of the Force's approach to the assessment Risk

- e. DPCC to write to the Home Office and include concerns around the wider pressures of immigration on policing

72. The OPCC held one Corporate Governance Board during Quarter 2 (July 2025).

The key topics on the agenda for scrutiny were as follows;

- a. Operational Update
- b. Retail Crime
- c. Annual Recruitment and Retention report
- d. Group Based CSE (Child sexual exploitation)

73. CC Sandall gave the Board an overview of some high level current operational incidents that are impacting on Policing. This included updates such as; an update on the exceptional demand faced by the Force over the recent summer months linked to the ongoing heat wave and what plans the Force have in place to maintain the service to the public. The Chief officers also briefed the PCC on a number of high-profile visits to the Force area which they were planning for.

74. A briefing was provided on the successful county lines intensification week, during which a significant amount of drugs, money and arrests were secured and also the safer summers work that has just commenced.

75. As retail crime is a key priority in the PCCs 2025-2029 Police and Crime Plan, the PCC requested a report be brought to CGB to better understand any work from the Force over the most recent financial year in relation to retail crime plus any additional plans for the future.

76. The Force presented a detailed paper on retail crime across the Force area which was presented as a reflection of the national picture. The board were updated on the work being done focusing on feasible lines of enquiry and solvability factors and the impact this is having on outcome rates. The Force also outlined their work on early evidence collection at the point of offence, which has tied in nicely with the launch of the PCC funded BWVs (body-worn videos).

77. The Commissioner also sought assurance from the Force that in light of the new ruling (the repeal of section 22A of the Magistrates' Courts Act 1980 (as inserted by section 176 of the Anti-social Behaviour, Crime and Policing Act 2014) that all low-level theft offences are actioned appropriately regardless of the value. The Force provided assurance that there is no decisions internally to only investigate a crime based on it's value and that the Force will make the assessment based on evidence and solvability.

78. The Board was also updated on a few other national changes that have seen changes in recording practices linked to retail crime, namely robbery of business and assaults against retail workers. The PCC was supportive to see that this was being made a recordable offence from April 2026.

79. The PCC was provided assurance by the Force that they were now dip-sampling crime reports across all crime types on a monthly basis to quality assure a variety of criteria for example; the updates given to victims or the quality of supervisor review. The PCC was pleased to see this data being converted into usable information for the teams within Leicestershire Police.
80. The board were provided a brief update on the Medium-Term Financial Plan (MTFP) and how the key points announced in the comprehensive spending review (CSR) may impact the local budget. The PCC was also provided assurance that the Force have been managing the finances tightly over the first quarter to ensure they are in a positive position to react to any costs not budgeted for.
81. The Force's annual recruitment and retention report was presented to the Corporate Governance Board. The report highlights the positive movement in how the Force's workforce has changed with regards to representation during the preceding year in a number of categories. The PCC requested that more regional comparisons were included in future reports. The board was also updated that a new careers website was being launched.
82. The PCC further scrutinised the Force on the themes arising out of the exit interviews, career development and also the challenges of recruitment and the impact.
83. On 8th December 2023, HMICFRS published their report 'an inspection of the effectiveness of the police and law enforcement bodies' response to group-based child sexual exploitation in England and Wales' of vetting on striving towards representation, a follow up has been published by HMICFRS on 26th February 2025.
84. The PCC asked for a report to better understand in detail and with examples, the Force's position against both the 2023 HMICFRS publication and the 2025 HMICFRS publication, in order to continue to provide assurance to members of the public who remain fearful of CSE in the Leicestershire area.
85. The PCC was provided with assurance that Leicestershire Police are in a positive place in relation to the recommendations and a detailed update on each and that there was a dedicated exploitation team already in place.
86. The PCC was also updated on the Force's next steps in relation to this area of focus, which included digesting and amalgamating the results of the Casey audit and strengthening the Force's position as a result.

Prevention

87. The Joint Force and OPCC Prevention Strategy 2025-29 was formally agreed at the Corporate Governance Board. The pioneering new strategy fulfils one of the core

ambitions of the PCC's new Police and Crime Plan 2024-29 and endorses a holistic approach to policing focused on identifying and tackling the root causes of crime, anti-social behaviour (ASB) and vulnerability.

88. Joint Prevention Strategy has been developed with designated resources to focus on evidence-based, partnership driven projects that make a tangible difference to people's lives.
89. The strategy empowers communities to play a pivotal role in the PCC's mission to build safer, healthier and more prosperous neighbourhoods, and vows to provide them with the tools needed to identify and deliver localised solutions to help people thrive and further re-enforces the Chief Constable and PCC's commitment to prevention.
90. The strategy aims to restore prevention as a core policing function. Pivotal to the new approach will be:
 - a. Use of data and insights from a wide range of sources to understand problems and their causes.
 - b. Empowerment of communities to play their role in prevention through resources and co-producing solutions.
 - c. Drawing on existing research and evidence to design effective responses that are more likely to have an impact.
 - d. Identification and reduction of inequalities
 - e. Collaboration with other organisations to building purposeful and capable partnerships
 - f. Monitoring and evaluation of work to support continuous improvement.
91. Responsibility for delivering the strategy will be shared by leaders from both organisations, with oversight provided by the Joint Prevention and Partnerships Board.
92. Prevention activity will be delivered via a three-tier model comprising:
 - a. **Primary Prevention** (Preventing offending and harm in the first place through education, designing out crime and/or tackling the root causes including awareness campaigning, community-led crime prevention and volunteering)
 - b. **Secondary Prevention** (Preventing escalation of offending and harm through targeted crime prevention, diversion and earlier intervention including mental health support and substance misuse diversion)
 - c. **Tertiary Prevention** (Preventing or reducing reoccurring offending and harm through specialist strategies/interventions including Restorative Justice, Offender Management and Hotspot Management).
93. The Prevention and Problem-Solving Hub within the force's Prevention Directorate will provide a service to both the force and the PCC, as well prevention-focussed organisations such as the Violence Reduction Network (VRN), to support the

development of data and evidence, and the delivery of evaluation and problem-solving activities to achieve the strategy's objectives.

Local Criminal Justice Board

94. One LCJB meeting was held in the reporting period, some of the main discussion points within the meeting were;
 - a. it was highlighted that there were significant numbers of overnight interviews in custody
 - b. there is a need to reduce the costs that exist due to Dangerous dogs, including kenneling and vet bills, which could occur by prioritising dangerous dog cases over lesser priority cases.
 - c. there was discussion concerning victim witness attrition rates and a lack of support for victims when arriving at Court.
95. There have been positive outcomes from the multi-agency early release hub. It's working well with 13 people released under FTR, 48 of which are being managed appropriately - made possible through strong partnership information sharing. As part of the early release work, how individuals who are not from LLR but residing in Leicestershire prisons, are getting back to where they are from, also needs analyzing.
96. The next LCJB in December has a priority focus on RASSO (Rape and Serious Sexual Offences), The discussions will centre around performance around the outcomes of RASSO cases, and issues around case file quality.
97. A key delivery of the Police and Crime Commissioners 2025-29 Police and Crime Plan was to drive improvements within the Criminal Justice system by bringing together partners.
98. As part of this work, the DPCC (Charlie Chirico) hosted an away day for those stakeholders involved in the criminal justice board.
99. The aim of the day was to bring the stakeholders together to collectively analyse which actions would strengthen the board and where the joint priorities lie. Some of the key takeaways from the day were;
 - a. The benefit of understanding which sub-groups all LCJB members attend, and which would be beneficial to feed into our LJCB directly.
 - b. Highlighting the importance of feeding directly into the national criminal justice board and escalating urgent matters on a national level.
 - c. There was discussion and actions taken away concerning joint lobbying about our collective resource issues.
 - d. There was discussion around recognising the importance of using the correct language of care when referring to a young person and ensuring that LLR children have the best opportunity in life, away from the Criminal Justice System.

- e. The members also discussed the key aims of improving the victim's journey and showing the real impact of our LCJB, with measurable deliverables.
- f. The benefits and concerns around reinvigorating the East Midlands Criminal Justice Board.

----- **End of Report** -----



Police and Crime Panel for Leicester, Leicestershire and Rutland

27th October 2025

Police and Crime Plan Delivery Update (Q1)

Report Date	27 th October 2025
Report Author	Lizzie Starr, Director of Governance and Performance
Security Classification	Official

Purpose of Report

1. The purpose of this report is to provide the Police and Crime Panel members an update in relation to the delivery of the 2025-29 Police and Crime Plan as at the end of Quarter 1 2025/26 (April -June 2025).

Request of the Panel

2. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel supportive of the work update provided by the PCC in relation to the delivery of the Police and Crime Plan?
 - b. Would the panel like to make any recommendations to the PCC in relation to any of the work outlined within the report?

Summary

3. It is the continued opinion of the PCC that there is good progress being made against the actions contained within Police and Crime Plan and there is a robust process in place for monitoring and tracking outcomes linked to the activity.

Monitoring the Police and Crime Plan

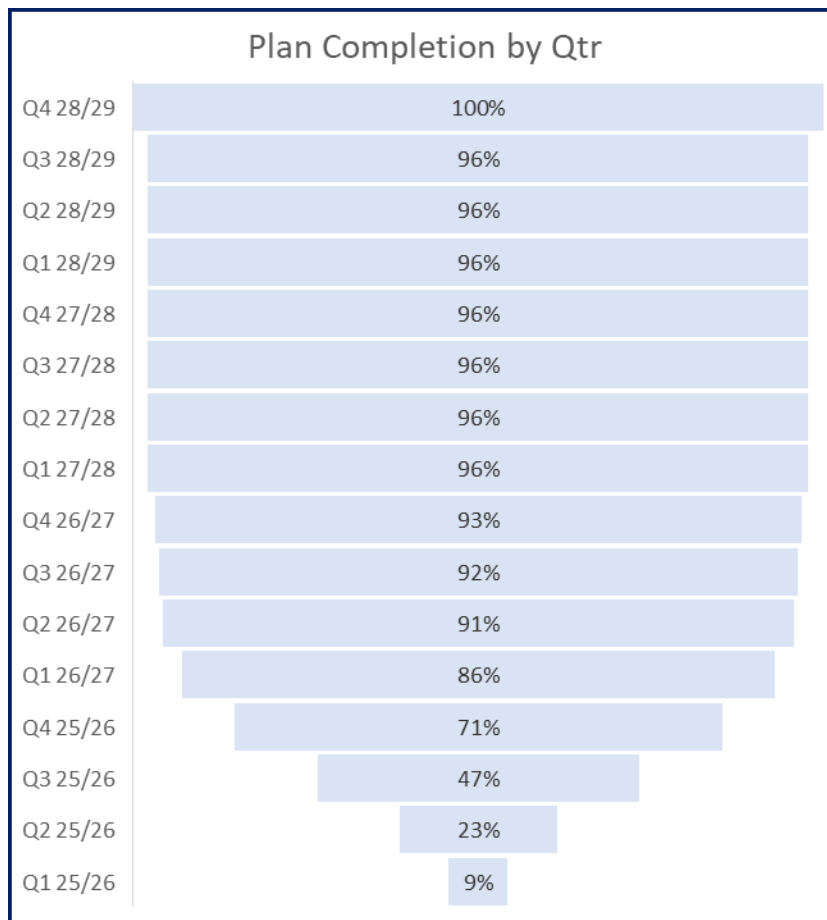
4. The new Police and Crime plan commenced delivery in April 2025, and the Panel have previously been provided updates regarding the monitoring arrangements for the new plan.
5. Monitoring a Police and Crime Plan is essential to ensure that the strategies and objectives outlined in the plan are being effectively implemented, and that they are achieving the desired outcomes. It also helps identify areas where adjustments or improvements are needed.

Police and Crime Plan Performance Framework

6. Delivery of the expected outcomes from the plan is being monitored through a set of headline performance measures and a number of sub performance measures. These measures will form an associated Police and Crime Plan performance framework.
7. The Police and Crime plan accompanying dashboard is shown overleaf. The target and expectation column will be used to determine the RAG status of each headline metric.

8. With the first iteration being presented only 3 months after commencement of the plan, the exceptions were not scrutinised in detail – this will begin from quarter 2 delivery board. Instead, the discussion focused on if these were the correct metrics to be monitored and it was agreed and approved at the delivery board meeting.

	Delivery Strategy	Metric	Headline/Su	Target/Expectati	Baseline 2024/2	Late	Directio	RAI
1	Finances	Published Medium Term Financial Strategy (Annual figure)	Headline	Completed Y/N	Y	Y	↑	
2	Finances	Confidence in Police (CSEW)	Headline	Increase	65.90%			
3	The Police Estate	No. of places public can engage with staff	Headline	Increase	-	14	↑	
4	The Police Estate	No. assets that have had their visibility increased.	Headline	Increase	-	0	↔	
5	Workforce	Average length of service for a PCSO	Headline	Increase	9.5	10.9	↑	
6	Workforce	Staff satisfaction for OPCC (Annual figure)	Headline	Increase (over 80%)	46.00%	63.0%	↑	
7	Workforce	Staff satisfaction for Force (Annual figure)	Headline	Increase (over 80%)				
14	Resources	Officer hours saved	Headline	Increase	200,000			
24	Policing	Number of Neighbourhood Officers	Headline	Increase or mainta	664	666	↑	
25	Policing	Abstractions from N'hood Policing (hrs)	Headline	Reduce				
26	Policing	Police Community Understanding (CSEW)	Headline	Increase	56.60%			
27	Policing	Number of Neighbourhood Crime offences	Headline	Decrease	11,545	11077	↓	
28	Policing	Outcome rate for Neighbourhood offences	Headline	Increase	4.4%	4.1%	↓	
34	Violence and Vulnerability	Incidences of murder and other homicides (rate per 1000 pop)	Headline	Decrease	0.004	0.0008	↓	
35	Violence and Vulnerability	Offences involving discharge or a firearm (rate per 1000 pop)	Headline	Decrease	0.38	0.32	↓	
36	Violence and Vulnerability	Drug-related homicides (rate per 1000 pop)	Headline	Decrease	0.0017	0	↓	
37	Violence and Vulnerability	Police referrals into drug treatment	Headline	Increase	345			
38	Violence and Vulnerability	Incidences of serious violence (adults/young people) (rate per 1000 pop)	Headline	Decrease	0.7	0.62	↓	
39	Violence and Vulnerability	Hospital admissions for assaults with knife or sharp object (rate per 1000 pop)	Headline	Decrease	0.026	0.0008	↓	
44	VAWG	VAWG Defined offences (rate per 1000 pop)	Headline	Decrease	18.96	18.6	↓	
45	VAWG	Satisfaction with police among victims of domestic abuse	Headline	Increase	80.0%	80.6%	↔	
46	VAWG	Stalking and harassment offences (rate per 1000 pop)	Headline	Decrease	9.3	10.02	↑	
51	Rural Crime	Volume of Rural crime offences (rate per 1000 pop)	Headline	Decrease	59.0%	51.0%	↓	
52	Rural Crime	Positive outcomes for Rural Offences (rate per 1000 pop)	Headline	Increase				
55	Business Crime	Incidences of shoplifting (rate per 1000 pop)	Headline	Decrease	7.6	8	↑	
56	Business Crime	Incidences of shopworker assaults (rate per 1000 pop)	Headline	Decrease				
57	Business Crime	Positive outcomes rate for Business crime offences	Headline	Increase	14.1%	14.7%	↑	
62	Road Safety	Number Killed or Seriously Injured (KSIs)	Headline	Reduce	100.1	108	↑	
69	Neighbourhood Crime	Volume of Burglary offences (rate per 1000 pop)	Headline	Decrease	2.75	2.54	↓	
70	Neighbourhood Crime	Volume of Vehicle Crime Offences (rate per 1000 pop)	Headline	Decrease	6.06	5.88	↓	
71	Neighbourhood Crime	Volume of Theft from Person offences (rate per 1000 pop)	Headline	Decrease	0.8	0.75	↓	
72	Neighbourhood Crime	Volume of Robbery offences (rate per 1000 pop)	Headline	Decrease	0.75	0.77	↑	
78	Supporting Victims	Level of Victim Code of Practice Compliance	Headline	Increase	87.7%	87.7%	↔	
79	Supporting Victims	Victim Satisfaction (Force)	Headline	Increase	75.50%	73%	↓	
	Supporting Victims	Victim satisfaction (OPCC services)	Headline	Increase	97.50%			
83	Scrutiny and Legitimacy	Police do a satisfactory, good or excellent job (CSEW)	Headline	Increase	46.60%			
85	Scrutiny and Legitimacy	Police do a fair treatment (CSEW)	Headline	Increase	57.80%			
89	Effective Criminal Justice	Positive Outcome rate	Headline	Increase	13.9%	14.8%	↑	
90	Effective Criminal Justice	Volumes of Out of Court Resolutions	Headline	Increase	3568	3308	↓	



12. The first delivery board to track progress and delivery was held on the 30th July 2025.

13. An Executive summary of the progress made to date is shown that was presented to the board is shown below:

- a. Overall, 9% of the plan has been completed to date.
- b. 7 Actions have been completed within the quarter
- c. There are a further 6 actions in progress
- d. A further 2 actions have been completed ahead of schedule.
- e. There is a significant amount of work being delivered outside of the actions within the delivery strategies, consideration should be given as to if these actions move onto the tracker.
- f. Accessing some of the headline/sub metrics has been challenging, although progress has been made and all the metrics have been confirmed obtaining all metrics has not yet been possible.

14. All updates and changes to delivery dates and action wording are closely tracked and monitored. Overall, there were 12 actions within the plan where changes were agreed.

15. There was also an in-depth discussion at the delivery board around the best approach to monitor and track the annual actions (i.e. those that repeat on a yearly basis) and those actions that run the entire duration of the plan (i.e. campaign/funding opportunity).

16. An additional 5 actions were created and agreed by the board, again these will be tracked and monitored separately. These are shown in the table below:

Delivery Plan Ref	Task Name	Category
2.0 / 12.1 / 12	Implementation of the Force Led Victim Pathway Team	Supporting Victims
10.3	Plan for future young drivers provision once current Pathfinder contact	Road Safety
9.3	Lobbying for new outcome type around property recovered	Business Crime
5/ 5.1 / 5.2	Report to be produced for CGB on force demand modelling as produced	Policing
11.6	Govt Lobbying around large scale disturbance	Neighbourhood Crime

Key Achievements from Q1

17. During quarter 1 a total of 9 actions within the Police and Crime plan have been completed, these include the following highlights.

- Lobby the govt for a review of the Police funding formula and the creation of a multi-year financial settlement for policing
- A crime prevention strategy for Leicester, Leicestershire and Rutland
- Body worn video devices to be provided to business owners
- A staff member to drive forward the Community Action Programme (CAP)

18. Throughout the first quarter a number of letters have been sent to the Home Secretary outlining the critical need for a review of the funding formula and for Leicestershire Police to be appropriately funded for some of the complex challenges faced by the Force, for example the increased prison population. As a result of the numerous letters sent to the Government the PCC was invited to meet the Home Secretary to discuss his concerns in detail.

19. The Joint Force and OPCC Prevention Strategy 2025-29 was formally agreed at the Corporate Governance Board in July 2025. The pioneering new strategy fulfils one of the core ambitions of the new Police and Crime Plan 2024-29 and endorses a holistic approach to policing focused on identifying and tackling the root causes of crime, anti-social behaviour (ASB) and vulnerability.

20. A project designed to deter shoplifting and tackle assaults against retail workers and increase feelings of safety within the business community concluded in quarter one with over 110 BWVs (Body Worn Videos) being funded and distributed across the Community Safety Partnerships and Business Improvement Districts.

21. The office has successfully designed and launched a new initiative putting communities at the helm of his plans for a safer and more prosperous future. The Community Action Programme fulfils the Leicester, Leicestershire and Rutland PCC's Police and Crime Plan pledge to adopt a holistic approach to community safety, with a stronger emphasis on prevention and partnerships. The CAP will cycle through the six Police and Crime Plan delivery areas and launched in September with Rural Crime.

Progress against the Delivery Strategies

22. Each delivery strategy was discussed in the delivery board where each lead was provided the opportunity to present the progress made in their area and highlight any risks or barriers. A summary of some of the delivery strategies are included below.
23. **Violence against women and girls** – 23 organisations are currently delivering the SHUSH and SHARA projects with positive feedback. The 'Check the Vibe' digital and physical campaign that supports emotional regulation and rejection management is on track to be launched in July. The team is working on how to ensure the campaign continues to reach as many young people as possible through the summer holidays.
24. Other updates within this workstream include the extension of victim support services to high-risk victims of stalking through the training of IDVAs (Independent Domestic Violence Advisors) to provide a proof of concept for evaluation and establishing a referral pathway to CHAB (Changing harmful behaviours programme) which focuses on working with those 18+ from South Asian Communities.
25. **Business Crime** – The roll out of the body worn videos is being positively received by the business community and already increasing confidence in those areas. The six areas that have been successful have all identified the impact will target their key local priority issues with Business crime. Further to the roll out, a collaborative network has been developed to support funding of further solutions to target business crime and have strong engagement thus far.
26. **Road Safety** – the force has been working to develop problem management plan in place to tackle car cruising in each neighbourhood policing area. An additional action was generated in the Police and Crime plan to address the gap in commissioning provision for the young driver courses, which is currently commissioned by the OPCC. This was highlighted as a gap and work will start later in the year to design and scope evidence-based initiatives to fund for the following financial years.
27. The Force are continuing to deliver regular Fatal4 enforcements at locations known for serious collisions, focussing on the four main causes. As a result of the Police

and Crime plan, the PCC is much better informed and regularly promotes Force and national campaigns. Further to this there are a number of specific operations (Op Tramline, focussing on utilising unmarked HGVs, Op Flux, utilising community intelligence to locally enforce traffic infringements and Op Pedalfast, focussing on e-scooters and e-bikes).

28. **Neighbourhood Policing** - in June 2025, the Force celebrated Neighbourhood policing week of action, with activity designed around the 5 pillars of the Neighbourhood Policing Guarantee (NHPG). The Force are already delivering against the framework and have received a letter nationally recognising their compliance. There is also a heavy focus on the Neighbourhood Policing in the newly refreshed Force Management Statement (FMS).
29. The office has been leading on the partnership work around the Government Safer Summers Town Centres initiative, which forms a key part of the NHPG to restore and strengthen local policing. The work is expected to take place between 30th June and 30th September and a local evaluation will be conducted following the end of this period to evaluate value for money and key impacts.
30. Utilising underspend from the 2024/25 Community Safety Partnerships budget, the PCC funded move to a partnership shared ASB case management system (ECINS). This was launched internally in May 2025, and will enhance reporting and analysis, improve collaboration, give better outcomes for victims and greatly enhance the Force's and partnership's ability to manage ASB cases efficiently.
31. **Supporting Victims** - work included in this delivery strategy includes a mapping exercise for victim services, crime prevention advice being made widely available for victims of crime and a critical incident response plan being developed. Further to this the team are supporting the implementation of a force-led Victim Pathway team (VPT) to increase victim engagement and re-contact victims who initially declined support, offering a second opportunity for referral to appropriate services.
32. Further to this the Force are supporting by driving innovation with a new Victims Needs Assessment within its crime recording system to ensure that victims are supported through the investigation and criminal justice system and also to continue to drive improvements from feedback and trends arising from their monthly Victim Service Reviews. A key result of this is a new training package being developed for delivery by Team Leicestershire Academy.
33. **Effective Criminal Justice** – a partnership wide criminal justice away day was planned for September 2025 to ensure stakeholders can collectively problem solve against the key issues facing the current criminal justice system and also to continue to drive improvements and outcomes within the board. Further to this there has been an agreed change in practice to theme the criminal justice board meetings to have a dedicated focus on those issues most affecting the LLR area, the first of

these is the dedicated Rape and Serious Sexual Offences meeting in December 2025.

34. The Force are also supporting by exploring options to utilise technology and AI to most effectively drive changes in performance, including simplifying or automating processes. To that end the Force are part of a small national working group looking to develop the uses of AI for officer use around file quality. This is to yet be at proof of concept and will take some time and consultation before being ready to implement and maximise the benefits.

Horizon Scanning

35. The delivery board also looked forward at any actions due to be delivered over the next quarter and if there were any barrier or risks to the identified actions on track to be delivered. Some of these key deliverables are highlighted below;
- a. Regular meetings to be held regionally to discuss tackling rural crime and sharing best practice
 - b. Agreements on the continued support of the Community Leadership Programme
 - c. Educational resources being made available to children, schools and parents
 - d. A published commissioning framework
 - e. An annual statement on procurement practices and a statement within the annual report on finances
36. The next delivery board is scheduled for the 5th November 2025.

----- **End of Report** -----



Police and Crime Panel

27th October 2025

Road Safety

Report Date	27 th October 2025
Report Author	Stephen Powell, OPCC
Security Classification	Official

Purpose of Report

1. The PCC brings this report to outline for the Police and Crime Panel how he is delivering against his Road Safety Priority in the Police and Crime Plan 2024-2029.

Request of the Panel

2. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Would the panel like to make any recommendations to the PCC in relation to this matter?

Background

Police and Crime Plan 2024-29

3. Road Safety is key priority in the PCC's Police and Crime Plan. Within the plan, the PCC set out the below statements and measures in which activity against the Road Safety priority will be assessed and judged:

Police and Crime Plan Aims

4. The Commissioner set a clear aim for Road Safety in his Police and Crime Plan that, alongside partners to make our roads safer. He will be working with the Chief Constable to crack down on the anti-social use of vehicles including e-scooters and illegal e-bikes. He wants to increase the number of safety initiatives on our roads.
5. The OPCC are working alongside the Road Safety Partnership to deliver road safety initiatives. He will continue to give the Chief Constable his full support when it comes to car related ASB and will support the Road Safety Unit to deliver the excellent Fatal4 campaign.
6. Over the duration of the delivery of his Police and Crime plan he will be taking action to reduce the number of people killed or seriously injured on our roads and increasing activity on our roads to tackle speeding and you will continue to see firm action against car cruising.
7. The remainder of this report outlines activity that has been undertaken by the OPCC and the wider partnership on the above aims.

E-scooters and E-Bikes

8. Roundtable is held between the PCC and the Chief Constables Office every two weeks. The PCC requested a conversation with the Chief Constable on the Force's activity to crack down on the illegal use of E-Scooters and E-Bikes to ensure that activity.
9. Given that E-scooters are a recurrent issue brought to the PCC's attention on Community Days the PCC has regularly pushed for the expansion of Force activity on this matter, and he continues to feed community views back to the Chief and local Neighbourhood Policing Teams.
10. Leicestershire Police name their activity to target E-scooters and E-bikes under the name 'Operation Pedalfast'.
11. This has been run across the Safer Summer Streets Initiative and in Leicester City Centre, West Leicester, East Leicester and in Loughborough Town Centre as a direct response to growing community concerns around illegal e-scooters and non-compliant e-bikes being ridden in target locations.
12. Since January 2025, 465 illegal e-vehicles have been seized in Leicester City Centre alone.
13. This enforcement action is also partnered with a comprehensive communications campaign. Leicestershire Police use targeted messaging on social media, and visible advertising within the City centre making use of digital displays across the city.
14. Over 100 posts on Operation Pedalfast have been shared on social media since January 2025, receiving over 7,600 likes and over 2000 further engagements (including comments, shares and link clicks).
15. Since January 2025, e-scooters have been raised on 6 separate Community Days with the PCC:
 - a. 4th February – Leicester City
 - b. 25th February – Leicester City
 - c. 4th March – North West Leicestershire – Coalville in the Holywell area
 - d. 20th May – North West Leicestershire – Hugglescote
 - e. 5th June – Oadby and Wigston – Wigston
 - f. 12th June – Blaby
16. On all occasions the issue was raised with the local Inspector to ensure that the local intelligence could be factored in to planned future activity.

ANPR & Fatal4

17. As part of the capital programme, a provision for the rolling out of Automatic Number Plate Recognition (ANPR) has been included by the PCC.
18. ANPR camera replacements and new back-office software has also been included for 2025-26.
19. A research project on Fatal 4 is scheduled to be undertaken by the OPCC in February 2026.
20. The project will explore and evaluate the effectiveness of different crime prevention methods.
21. The research objectives are:
 - a. Identify and analyse the criminal behaviours that contribute to Fatal 4-related road harm.
 - b. Evaluate existing enforcement and intelligence tools (e.g. ANPR, camera technology) for their impact on crime reduction.
 - c. Explore comprehensive, multi-agency approaches to reduce repeat offending linked to dangerous driving.
 - d. Develop evidence-based recommendations to enhance crime prevention strategies related to road use.
 - e. Highlight cross-sector collaboration (e.g. police, insurers, DVLA, local authorities) to tackle road-enabled crime.
 - f. Produce a clear and actionable report to guide future interventions and policy development.
22. Below are the expected project benefits:
 - a. Shifts focus from general road safety to criminality-driven harm, making enforcement efforts more strategic.
 - b. Strengthens data-informed policing and resource allocation in high-risk areas.
 - c. Promotes proactive engagement with habitual offenders through tailored diversion or rehabilitation schemes.
 - d. Enhances inter-agency collaboration and intelligence sharing for wider crime disruption.
 - e. Provides clear recommendations for operational improvements and legislative consideration.
 - f. Builds stronger public trust by demonstrating an offender-focused, harm-reduction approach.

Road Safety Initiatives

23. Leicestershire Police undertake a number of road safety initiatives to encourage safe road use. These are split into school-based interventions and road use interventions. A full breakdown of initiatives locally can be found below*:

24. School based initiatives

Street Feet (Early years, role play pack) - Loan resources to nursery, pre-school facilities and Key Stage 1 on request.
School input Foundation / reception (LCC) - Key message - holding hands / Be Bright Be Seen / Road Safety Code through engaging age appropriate delivery
Be Safe Be Seen Training - All Rutland Primary schools offered training as nights draw in.
Modeshift STARS Accreditation - All Rutland Primary Schools offered training and resources to participate.
Schools input Year 1 - Every primary school in LLR visited every year on a rolling Y1 and Y5 programme. Some brief road safety points covered as part of our fire education session.
Schools input Year 1 (LCC) - Year 1 - County Schools key message - introduction to key vocabulary, the Road Safety Code, Safer Places to Cross
Schools input Year 1 & 2 - Scooter/Bicycle balance modules (Balanceability/ Scootability)
School input - Year 2 (LCC) - Scooter Safety - what to wear / how to complete safety checks on their scooter / balance and control / sharing the space with other pavement users / road safety code
Schools input Year 2 - All schools are offered a 4 week course run by the RSO and volunteers and Year 5 & 6 children
Schools Input - Year 3 (LCC) - To complete a journey safely
Schools Input - Year 4 - Speed - wait for a clear road to cross
Schools Input - year 5 - Dangerous Distractions
Schools input Year 5 - Every primary school in LLR visited every year on a rolling T1 and Y5 programme. Some brief road safety points covered as part of our fire education session.
Schools input Year 5 & Year 6 - All schools are offered a 1 hour quiz session run by the RSO. Tales of the Road books are provided a week before and a request that they are read is sent to the teacher. The quiz is for half an hour and then half an hour going through the answers. All participants receive a pencil
Schools Input - Year 6 (LCC) - Impulse Control
School Crossing Patrol Service - 100 Sites. Thousands of children and parents crossed each school journey.
Bikeability - cyclist training delivery - Children trained to Bikeability standards. Leics 6531
x L1&2, 165 x L3 and 50 x L1

Bikeability - materials - All trainees provided with support pack.
Junior Road Safety Officer (JRSO) Scheme - Encouraging as many primary schools to support JRSO scheme as possible. Keen for JRSOs to do three things, 1) run a notice board, 2) hold an assembly 3) support clubs or competitions.
Car seat resources - Support materials used at any suitable events or via distribution channels.
School Gate Parking Resource - Distribution of resources to schools / parents.
Transition resources (Move from Primary to secondary school). - Distribution of appropriate resources. Consideration being given to development of new resources for primary - secondary transition.
Warning Zone - Expected attendance by 10.4k pupils from approx. 250+ schools across the LLRRSP area. Also welcomes scout groups, YOS, vulnerable adults and adults with disabilities.
Vulnerable Road Users - Road safety giveaways distribution via Local Policing Units/Traffic Management to schools & community engagement events. Allows further opportunities to communicate/educate
Think Bike Campaign - Think Bike' Signs erected in key Rutland cycle route locations.
Pre-Driver Days - 6 separate day courses delivered in 2024 at Mallory Park. Practical driving provision and classroom based road safety education to 252 + 16/17 year olds.
Schools input Year 11 - Delivery of the fatal four road safety message via a 60mins P/P presentation, followed by VR360 Film and/or the Hazard Express.

25. Outside of schools

Shiny Side Up Partnership - Member benefits of regional partnership.
CBT resources (First Bike) - Resources provided to training bodies throughout Leicestershire who will give materials to trainees.
ERS (Enhanced Rider Scheme) - Delivery of DVSA backed subsidised courses through Shires motorcycle training. £70 subsidy for each rider, 91 courses delivered in 23/24.
CBT+ - Delivery of subsidised "tailored" training, candidates receive a £35 voucher upon completion towards PPE &/or MOT/servicing costs, 147 courses delivered in 23/24.
Bike Safe - Motorcycle training delivered by a qualified Police officer. 90+ courses delivered in 23/24
BikerDown - Motorcycle training delivered by a qualified Leics Fire officers. 200+ free courses delivered in 23/24
LLRRSP Comms/PR officer - Greater awareness of the key road safety issues through publicity/education leading to improved attitudes towards risk
General comms/PR activity - Focus on targeted paid for advertising via social media

Safety Camera promotion - Attend public facing events, explain the workings of the operation while distributing branded road safety giveaways
FATAL4 - Increased compliance through continued operations. Helps provide a community peace of mind.
Fleet Driver Work - Gap in provision. - work in progress - driving for work
Community Speed Watch - 18 Leicestershire and 7 Rutland schemes p/a, hundreds of scheme signs displayed and thousands of education letters sent to speeding drivers.
Driver Education Workshops - Largest single road safety education initiative undertaken in LLR. Over 35,000 drivers attend annually. With a total learning time of 105,000 hours.
Older Driver Resources - Distribution of older driver resources. Including 'Drive On' publication from First Car.
SAGE Safer Driving with Age driver Assessment scheme (under review)
Mobility scooter resources - Purchasing Mobility Scooter Highway Code for distribution.

26. *correct as of November 2024. RSP are updating the information in the coming weeks.

Community Action Programme

27. The PCC launched the Community Action Programme in August 2025.

28. The new flagship initiative puts communities at the helm of the PCC's plans for a safer and more prosperous future in Leicester, Leicestershire and Rutland.

29. It brings together a series of connected initiatives designed to equip small and grassroots organisations with the skills, knowledge and support they need to help residents thrive and to 'prevent rather than cure' crime and disorder – a strategy conceived nearly 200 years ago by the father of modern policing, Sir Robert Peel.

30. As part of the new programme, the PCC is empowering local communities to implement activities themselves that will have a direct impact in their areas and benefit local people.

31. Alongside ensuring crime prevention advice is readily available to the public, the PCC will launch practical toolkits, highlighting simple cost-effective crime prevention activities that communities can implement themselves and ready-made strategies for developing solutions.

32. For those requiring extra support, the PCC has launched a Community Action Fund which will channel resources directly into the hands of those who know their communities best to strike at the roots of criminality and anti-social behaviour.

33. Replacing the Commissioner's Safety Fund, the new scheme will distribute funding across six rounds in 2025-26 focusing on the core priorities of the Commissioner's new Police and Crime Plan.
34. The Road Safety round of funding opens on Monday 17th November 2025 and will remain open until Monday 12th January 2026.
35. Local groups and organisations are invited to bid in for up to £10,000 to deliver projects that focus on prevention and education.

Auto Speed Watch

36. The PCC has also commissioned a review of speed reduction devices, in particular Auto Speed Watch. The PCC and Leicestershire Police are supportive of the installation of a trial, including the sending of a small number of warning letters each week, to enable proof of concept.
37. The PCC will continue to work closely with Local Authority partners to try and support installation across Leicester, Leicestershire and Rutland.

Commissioned Services

38. Providing driver education courses is a delivery point in the Road Safety delivery strategy of the Police and Crime Plan.
39. Currently, the PCC funds the Pathfinder project, which is aimed at Young Drivers aged 15-17 and their guardians. Over 2 weeks in 2025, 44 students have participated:
 - a. February 2025 – 28 students
 - b. August 2025 – 16 students
40. A 2024 survey of participants in the project is included as Annex 1.

OPCC and Road Safety Partnership Update

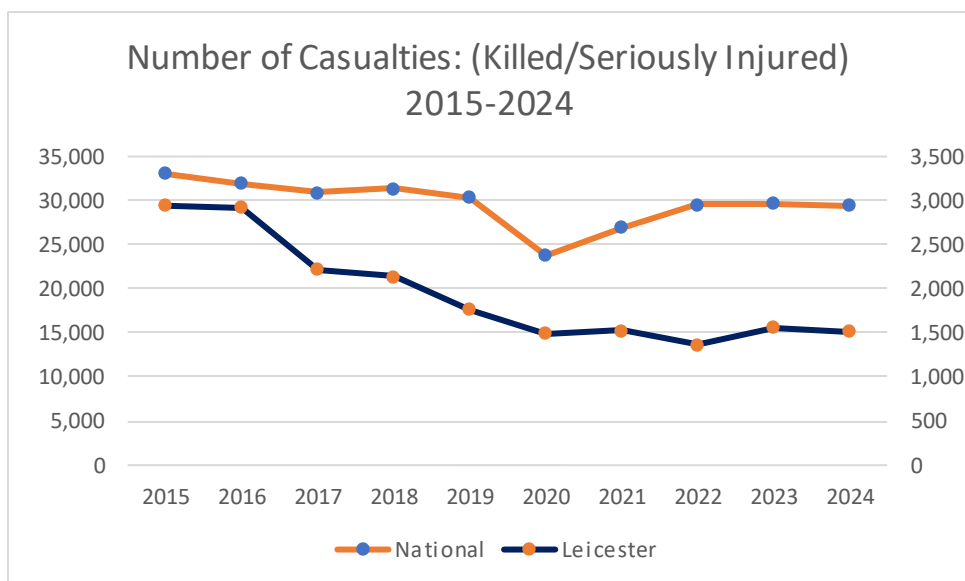
41. The relationship between the Office of the Police and Crime Commissioner and the Leicestershire Road Safety Partnership (RSP) has continued to develop positively recently, with both parties committed to improving road safety across the region.
42. The OPCC has been actively engaging with the RSP through community meetings and strategic forums, demonstrating a shared ambition to reduce road casualties and tackle issues such as speeding, car cruising, and anti-social driving as well as other Fatal 4 offences. Recent meetings include:
 - a. Meeting involving the OPCC Road Safety SPOC, Leicestershire Police Assistant Chief Constable, force Road Safety Unit and Roads Policing Unit. Meeting to discuss the PCCs Police and Crime Plan priorities dedicated to Road Safety. This meeting involved discussions around

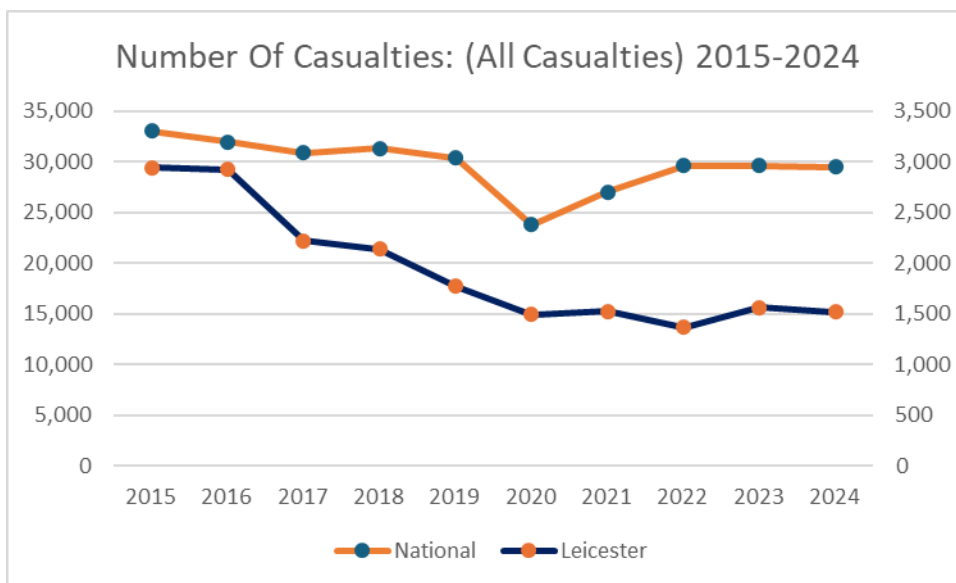
delivery of the PCCs key priorities from both an OPCC and Police perspective.

- b. Meeting involving the OPCC Road Safety SPOC and members of the Leicestershire Road Safety Partnership. Discussions around the Police and Crime Commissioners Police and Crime Plan and how the OPCC, Police and RSP can best work together to drive down road casualties and fatalities. Introducing the key priorities dedicated to Road Safety under the Police and Crime Plan to members of the RSP. Positive discussions around how the PCC could direct funding and where this may have the best impact.
- c. An OPCC arranged residents meeting in Castle Donnington. The community meeting on 4th September 2025 provided a valuable opportunity for the PCC to hear directly from residents, police and the local authority on current issues facing the community.

Road Safety Data

43. The data shows that the number of people killed and seriously injured and the number of casualties annually is falling. However, one is too many. The Commissioner would like to see partners across Leicester, Leicestershire and Rutland work together towards a Vision Zero aim, as other areas have adopted. He will continue to work to this aim.





----- **End of Report** -----



**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND
CRIME PANEL: 27 OCTOBER 2024**

REVIEW OF COMPLAINTS PROCEDURE

**REPORT OF THE DIRECTOR OF LAW AND GOVERNANCE –
LEICESTERSHIRE COUNTY COUNCIL**

Purpose of the Report

1. This report is intended to seek approval from the Police and Crime Panel to formally amend Part 4 of the Constitution, in order to make changes to the delegated authority so that the Director of Law and Governance, Leicestershire County Council, has the power to make decisions, in consultation with the Chairman of the Panel if appropriate, as to whether complaints about the PCC or DPCC should be referred to the IOPC.

Policy Framework and Previous Decisions

2. The responsibility for dealing with complaints against the PCC or DPCC is vested in the Panel by virtue of s31 and Schedule 7 Police Reform and Social Responsibility Act 2011 and the Elected Local Policing Bodies (Complaints and Misconduct) regulations 2012 (as amended).
3. On 20th December 2012, the Panel delegated authority to the Director of Law and Governance, Leicestershire County Council to:
 - i. act as the first point of contact for complaints (and that the Chairman and Vice-Chairman of the Panel act as second or reserve points of contact);
 - ii. make decisions, in consultation with the Chairman of the Panel if appropriate, as to whether:
 - (1) a complaint has been made which requires resolution under the complaint's procedures;
 - (2) that complaint should be referred to the Independent Office of Police Conduct (IOPC);
 - (3) the complaint should be subject to the informal resolution process; and
 - (4) to make arrangements for the process of informal resolution.

- iii. produce such further procedures, notes of guidance and forms as may be helpful to assist in the operation of the process and the provision of information to complainants.
- 4. At the same meeting the Panel delegated authority to the Director of Law and Governance, in consultation with the Chairman and Vice-Chairman, to:
 - i. resolve complaints informally, or
 - ii. arrange for a meeting of a sub-committee to be drawn from the full membership of the Police and Crime Panel, to resolve complaint informally.
- 5. At a meeting on 2nd December 2021, the Panel amended the delegation at ii (2) and delegated to the Chief Executive of the Office of the Police and Crime Commissioner (OPCC), rather than the Monitoring Officer, the power to refer relevant complaints to the IOPC.

Background

- 6. In November 2022, The IOPC published an operational advice note to police and crime panels on the handling of complaints or conduct matters recorded against police and crime commissioners. The guidance outlines that Panels must refer the following to the IOPC:
 - all recorded conduct matters;
 - all serious complaints (i.e. a complaint which constitutes or involves, or appears to constitute or involve, the commission of a criminal offence);
 - any conduct matter or serious complaint where the IOPC has told the panel that it must be referred (Regulations 13 (1) and (2) of the 2012 Regulations).
- 7. The nature of the complaint must be assessed before it is referred to the Independent Office for Police Conduct (IOPC). This may involve contacting the complainant for clarification. The Panel should evaluate whether the alleged conduct, if proven, would qualify as a serious complaint under Regulation 2 of the 2012 Regulations. The Panel does not assess the merits of the complaint at this stage. A referral to the IOPC is only mandatory if the conduct could amount to a criminal offence. The initial assessment and supporting evidence must be included in the referral papers.
- 8. Regulation 7 of the 2012 Regulations allows the PCP to delegate the assessment to the Chief Executive of the OPCC, the Monitoring Officer, a subcommittee, or a local authority officer.

Current arrangements

- 9. Under the current arrangements, outlined in Part 4 of the Panel's Constitution, the Chief Executive of the OPCC has delegated authority to make decisions, in consultation with the Chairman of the Panel if

appropriate, as to whether complaints about the PCC or DPCC should be referred to the IOPC.

10. Whilst this approach has previously been suitable, it could present a conflict of interest for the Chief Executive of the OPCC in handling and referring conduct matters or serious complaints about the PCC or DPCC.
11. In addition, the current arrangements could also give rise to perceptions of unfairness or a lack of impartiality or independence. As a result, complainants may be discouraged from raising conduct matters or serious complaints about the PCC or DPCC.

Proposal

12. It is proposed that the delegation at ii (2) of Schedule 4 of the Panel's Constitution be amended so that the Director of Law and Governance, Leicestershire County Council has delegated authority to make decisions, in consultation with the Chairman of the Panel if appropriate, as to whether complaints about the PCC or DPCC should be referred to the IOPC.
13. Implementing this change would aim to eliminate both actual and perceived conflicts of interest, strengthen the integrity and credibility of the complaints process, and meet expectations for public confidence in the fairness and independence of complaint outcomes.

Recommendations

14. The Panel is asked to formally approve an amendment to Part 4 of the Constitution, in order to make changes to the delegated authority so that the Director of Law and Governance, Leicestershire County Council, has the power to make decisions, in consultation with the Chairman of the Panel if appropriate, as to whether complaints about the PCC or DPCC should be referred to the IOPC.

Background Papers

15. Part 4 of Police and Crime Panel Constitution:
<https://www.leicestershire.gov.uk/sites/default/files/2024-10/LLR-police-and-crime-panel-constitution-making-complaints.pdf>
16. Independent Office for Police Conduct: Operational advice note to Police and Crime Panels:
https://www.policeconduct.gov.uk/sites/default/files/documents/PCP%20complaints_guidance_for_police_and_crime_panels_Nov22.pdf

Circulation under the Local Issues Alert Procedure

17. None

Equality Implications

18. There are no equality implications arising from the recommendations in this report.

Human Rights Implications

19. There are no human rights implications arising from the recommendations in this report.

Officer to Contact:

Lauren Haslam, Director of Law and Governance
Leicestershire County Council
Tel: 0116 305 6240
Email: Lauren.Haslam@leics.gov.uk

PART 4

MAKING A COMPLAINT ABOUT THE POLICE & CRIME COMMISSIONER OR DEPUTY POLICE & CRIME COMMISSIONER

MAKING A COMPLAINT ABOUT THE POLICE AND CRIME COMMISSIONER OR DEPUTY POLICE AND CRIME COMMISSIONER

(Elected Local Policing Body (Complaints and Misconduct) Regulations 2012, Part 4)

Introduction

This section explains:

- how to complain about the Leicester, Leicestershire and Rutland Police and Crime Commissioner and/or Deputy PCC ('PCC/DPCC').
- what type of complaints the Leicester, Leicestershire and Rutland Police and Crime Panel ('the Panel') can consider.
- the process that will be followed in handling and resolving these complaints.

Objectives

The objectives of the complaints process are to:

- Handle complaints in a fair and independent way
- Deal with complaints as quickly and effectively as possible
- Keep all parties informed of progress until the complaint reaches a conclusion

What complaints can the Panel look at?

The Panel is responsible for dealing with complaints about the conduct of the PCC/DPCC. This means the way things are done or not done, statements that are made and the way decisions are taken.

Any complaint comprising a "serious complaint" or "conduct matter" (as defined in the Police Reform and Social Responsibility Act 2011) will first be passed onto the Independent Office for Police Conduct (IOPC) for investigation. The Police and Crime Panel hereby formally delegates the function of making a referral to the IOPC to the ~~Chief Executive of the Office of the Police & Crime Commissioner (OPCC)~~ **the Director of Law and Governance, Leicestershire County Council** in accordance with Regulation 7 of The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

Other non-criminal complaints are logged and then handled by the Panel, in accordance with the decisions and delegations referred to above and in accordance with Regulation 28(3) The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012, usually through a process of Informal Resolution.

What the Panel is unable to do

There are certain complaints the Panel cannot consider because it does not have the legal power to do so. There are separate procedures for the following complaints:

- Complaints about operational policing matters
- Complaints about the Chief Constable
- Complaints relating to the administration of the Panel
- Complaints relating to the conduct of Members of the Panel.

If it is decided that your complaint should be directed to another body because it falls beyond the Panel's remit, the Panel will explain why and offer to direct it to the appropriate body.

The Panel cannot consider complaints about the merits of a PCC/DPCC decision, for example where someone disagrees with a policy the PCC/DPCC has introduced.

It is important to note that the Panel has no power to investigate complaints in any way, although it may ask the PCC/DPCC to provide information or comment on the complaint.

Submitting a complaint

Complaints should be sent in writing to:

Lauren Haslam
Director of Law and Governance and Monitoring Officer
Leicestershire County Council
Glenfield
LE3 8RA
Or by email to Lauren.Haslam@leics.gov.uk

You can arrange for someone to act on your behalf, such as a friend or relative. However, you must provide written confirmation that you have given your consent before the Panel can discuss your case with them.

How the Panel will deal with your complaint

(Elected Local Policing Body (Complaints and Misconduct) Regulations 2012, Reg 9 etc)

Step 1 – Initial Assessment

Your complaint will be checked to see that it is about the conduct of the Leicester, Leicestershire and Rutland PCC/DPCC.

If the complaint is about operational policing matters or the performance of the Leicestershire Police or any of its officers, you will be redirected to the Leicestershire Constabulary.

If the complaint is about the Chief Constable, it will be passed to the PCC.

Step 2 – Recording your Complaint

If your complaint relates to the conduct of the PCC/DPCC it will be recorded, unless the matter has been or is currently being dealt with by criminal proceedings.

If it is decided not to record your complaint, the reason for this will be explained to you.

Where a complaint is recorded:

- a) You will be supplied with a copy of the record made of the complaint; and
- b) The PCC/DPCC will be supplied with a copy of the complaint.

A copy of a complaint supplied may be in a form which keeps anonymous your identity or the identity of any other person.

A copy of the complaint may not be supplied where to do so may:

- a) Prejudice any criminal investigation or pending proceedings, or
- b) Would otherwise be contrary to the public interest.

Where it is decided not to supply a copy of a complaint, that decision shall be kept under regular review.

Step 3 – Deciding how your complaint will be handled

Option A – Is it a serious complaint that should be passed to the Independent Office for Police Conduct (IOPC)?

If your complaint alleges criminal conduct (or appears to involve a criminal offence that can be triable in England and Wales) it will be passed to the IOPC. The IOPC will then decide how to deal with your complaint.

Option B – Are there grounds to reject the complaint?

It may be decided to reject your complaint and take no action in the following circumstances:

- a) The complaint is by a member of the PCC staff, arising from their work;
- b) The complaint is more than 12 months old where there is no good reason for the delay, or the delay would be likely to cause injustice;
- c) The complaint is about conduct that is already the subject of another complaint;
- d) The complaint is anonymous;
- e) The complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints; or
- f) The complaint is repetitious.
- g) The complaint is trivial, un evidenced, circumstantial or otherwise wholly inferential

If it is decided to take no action regarding your complaint you will be notified of the reasons for this.

Option C – Has the complaint already been satisfactorily dealt with?

If it appears your complaint has already been satisfactorily dealt with by the time it comes to the Panel's attention, it may decide to take no further action.

Option D – Should the complaint be taken forward to Informal Resolution?

If your complaint has not been passed to the IOPC, rejected, or already been dealt with, it will usually be taken forward to informal resolution.

What is Informal Resolution of Complaints?

Informal Resolution is a way of dealing with a complaint without investigation or formal proceedings. It is a flexible process that may be adapted to the needs of the complainant and the individual complaint.

Informal Resolution may be conducted by the Director of Law and Governance (in consultation with the Chairman and Vice Chairman of the Panel) or by the Panel or a sub-committee of the Panel. Examples of informal resolution include:

- Resolution by telephone
- Providing information
- Concluding the matter through correspondence and explaining the circumstances
- Individual communication between the PCC/DPCC and the complainant via the office of the Director of Law and Governance
- An apology made by the person complained about
- A face to face meeting between the complainant and the person subject to the complaint facilitated through the office of the Director of Law and Governance
- Identification of 'lessons to be learnt' and changes in practice communicated to the complainant

In attempting to secure a resolution the Panel will consider whether further information, clarification or explanation is required and/or whether any actions are required and can be agreed with all parties.

The Panel cannot tender an apology on behalf of the person who is subject to the complaint unless he or she is agreeable to this.

The Panel has no powers to investigate complaints (including seeking corroborating witness statements) but is allowed to ask the person complained against to provide information and documents and /or attend to answer questions.

The Panel cannot impose formal sanctions on the person you have complained about because it does not have the power to do so.

Outcome of Informal Resolution

A record of the outcome of your complaint will be sent to both parties and shall not be published unless (i) both parties have been given the chance to comment on the proposed publication And (ii) it is deemed in the public interest to publish the outcome.

Timescales for Handling your Complaint

Wherever reasonably possible your complaint will be acknowledged within 5 working days. Your complaint will be concluded, insofar as reasonably practicable within 12 weeks if it is dealt with through informal resolution.

However, each case is different, and the time taken to reach a conclusion will depend on the nature of the complaint.

All parties will be kept updated of progress until the complaint reaches a conclusion.

If the complaint is criminal in nature it must be passed to the IOPC as soon as possible. You will be notified if that happens. The IOPC will then decide how to deal with the complaint and will contact you.

Withdrawing a Complaint

If you wish to withdraw your complaint you (or someone authorised to act on your behalf) must say this in writing via post or email. It is however for the Panel to determine whether a complaint should be withdrawn.

Appeals

There is no right of appeal regarding the outcome of the complaint. The Local Government and Social Care Ombudsman has the power to investigate the administration of the complaint process.

If you are unhappy with the way your complaint was handled, you can refer the matter to the Local Government Social Care Ombudsman.